REPORT ON NURSING FACULTY SALARIES

1980—1981

February 1981
Data Bank Project
American Association of
Colleges of Nursing

Eleven Dupont Circle • Suite 430 • Washington, DC 20036 • (202) 332-1917, 1918

Data Bank Series 81-No. 1

Price: $5.00
Order Card Enclosed in Report

REPORT

ON

NURSING FACULTY SALARIES

IN

COLLEGES AND UNIVERSITIES

Marion I. Murphy, Ph.D., R.N.
Chairman, Data Bank Project
Executive Director, AACN

American Association of Colleges of Nursing
Eleven Dupont Circle, N.W., Suite 430, Washington, D.C. 20036

ADVISORY COMMITTEE TO THE DATA BANK

Claire M. Fagin, Ph.D., R.N.

Jannetta MacPhail, Ph.D., R.N.

Shirley A. Martin, Ph.D., R.N.

Doris B. Yingling, Ph.D., R.N.

INFORMATION SYSTEMS CONSULTANT

Paul Jolly, Ph.D.

Copyright, The American Association of Colleges of Nursing, 1981

TABLE OF CONTENTS

		PAGE
I.	INTRODUCTION	
	Summary	1
	Background: AACN's Data Bank	1
II.	METHOD	
	Format for Data Collection	1
	Computer Processing	2
	Format of Detailed Tables	3
III.	RESULTS AND DISCUSSION	
	Summary Table 1	4
	Summary Table 2	5
	Other Discussion	5
IV.	REGIONAL MAP AND PARTICIPATING SCHOOLS	7
V.	KEY TO DETAILED SALARY TABLES	10
VI.	PRESENTATION OF ACADEMIC YEAR SALARIES	
	Table A1: All Schools - All Regions	11
	Table A2: Schools in the North Atlantic States	12
	Table A3: Schools in the Midwestern States	13
	Table A4: Schools in the Southern States	14
	Table A5: Schools in the Western States	15
	Table A6: Schools in Universities	16
	Table A7: Schools in Four-Year Colleges	17
	Table A8: Schools in Academic Medical/Health Science Centers	18
	Table A9: Schools Which Are Autonomous	19

PAGE

Table A10: Schools Which Are Non-Autonomous . . 20

Table A11: Schools With Baccalaureate Programs Only 21

Table A12: Schools With Less Than 250 Full-Time Baccalaureate Students 22

Table A13: Schools With 250 or More Full-Time Baccalaureate Students 23

Table A14: Schools With 100 or More Full-Time Master's Students 24

Table A15: Schools With Students in Doctoral Programs in Nursing 25

VII. PRESENTATION OF CALENDAR YEAR SALARIES

Table B1: All Schools - All Regions 26

Table B2: Schools in the North Atlantic States 27

Table B3: Schools in the Midwestern States. . 28

Table B4: Schools in the Southern States . . 29

Table B5: Schools in the Western States . . . 30

Table B6: Schools in Universities 31

Table B7: Schools in Four-Year Colleges . . . 32

Table B8: Schools in Academic Medical/Health Science Centers 33

Table B9: Schools Which are Autonomous . . . 34

Table B10: Schools Which are Non-Autonomous . 35

Table B11: Schools With Baccalaureate Programs Only 36

Table B12: Schools With Less Than 250 Full-Time Baccalaureate Students 37

Table B13: Schools With 250 or More Full-Time Baccalaureate Students 38

PAGE

Table B14: Schools With 100 or More Full-Time Master's Students 39

Table B15: Schools With Students in Doctoral Programs in Nursing 40

APPENDIX 41

Samples of Questionnaires and Instructions

I. INTRODUCTION

Summary

This is the third annual report on salaries of full-time nursing faculty employed in baccalaureate and graduate programs who hold membership in the American Association of Colleges of Nursing. It represents data obtained from 230 schools or 91 percent of those to whom the questionnaires were sent on September 26, 1980. This response compares favorably with 85 percent in 1979 and 83 percent in 1978, the first year of AACN's salary surveys. Schools which were accepted for membership in AACN later in the fall do not appear in the listing. Also, a few new members, who were in an early stage of organization and recruitment of faculty, could not be included since they had no faculty salaries to report. These programs will be represented in the report on Salaries of Nursing Deans, the next in the salary series. (See pages 7 for a regional map and 8-9 for a list of institutions supplying salary data for this report.)

Background: AACN's Data Bank

What was tentatively titled a Data Bank was officially launched by AACN late in 1978. When, at the October 1978 semi-annual meeting, membership was asked to indicate what information was most needed: the overwhelming response was for a salary survey. Requests for other types of institutional data also were noted. Two salary reports were published in 1978-79, Salaries of Nursing Faculty and Salaries of Nursing Deans. A third report in the series, Salaries of Nursing Faculty Excluding Deans, was added in 1979-80.

Late in 1980, AACN also created an Institutional Data System (IDS) which made it possible to provide member schools with an individual printout showing their ranking with peer group schools on certain variables utilizing 1978-79 and 1979-80 data. This pilot effort, although only serving as a demonstration of the type of data which the IDS could provide, met with an enthusiastic response and a horde of suggestions for future data.

An advisory committee from AACN membership has continued to serve during the past year. The Information Systems Consultant who also has served since 1978 continues to guide AACN in its collection and analysis of the types of information on baccalaureate and graduate education for nursing which the profession so sorely needs.

II. METHOD

Format for Data Collection

As was the case in 1979-80, the survey consisted of three sections: (1) institutional data, (2) a form for reporting

all full-time nurse faculty salaries and (3) dean/director salaries with related administrative information. The institutional data and faculty salary forms underwent a few changes which meant that instructions also had to be changed. Changes in institutional data were as follows: a third category, "mixed", was added to academic and calendar years as the basis for individual salaries. In an effort to obtain more precise information on enrollment, schools were asked to indicate whether generic students were counted as nursing students in freshman, sophomore or junior years; schools also operating an associate degree nursing program were asked to indicate this but not to supply data on such students or faculty.

The only change on the faculty salary form was the addition of a fourth column to be filled in for each individual salary. In line with the "mixed" category, this identification of each salary as academic or calendar year basis replaced "predominant" which had requested that the school convert certain salaries to the other basis, a procedure which had been a source of error both to schools and questionnaire editors. The dean/director form was not changed except to add a salary basis column to other administrative salaries on the reverse side. (See pages 41 to 46 for samples of forms.)

In general, the survey forms were designed to minimize the reporting burden for the schools, to protect the privacy of individual faculty members, and to facilitate accurate transcription of the data to computer media. In listing faculty salaries, space was provided for names of individuals on a work sheet to be used by staff serving the dean's office. However, when the coding of degree level, academic rank, tenure status, salary basis and salary were filled in, the school was instructed to "tear off" the name list before forwarding the survey forms to AACN. Because data were collected on every individual, all calculations of means and other statistics could be done by the computer.

Computer Processing

All salary data were keypunched and entered into a computer system for processing; the data entry process was checked and rechecked to avoid transcription errors. Three processing steps were necessary to produce each table: adjustment, selection, and statistical analysis.

The adjustment process involved converting all salary data consistently to either an academic year or calendar year basis. The preparation of all the salary tables in this report involved conversion of final salary data from each individual and each school, whether on an academic or calendar year basis, to the other base. Thus, for all of the tables based on the academic year, calendar year salaries were adjusted by multiplying by nine-elevenths. The tables presenting calendar year

salaries were created by multiplying academic year salaries by eleven-ninths. Note that the two sets of tables (Summary Tables 1 and 2 or Detailed Tables A and B) differ only by these conversion factors.

The selection process involved preparation of a subset of the data base for faculty from schools with certain common characteristics, such as schools in four geographical regions, or schools with baccalaureate programs only. The statistical analysis process involved accumulation and calculation of counts, means and percentiles of faculty for each rank and degree level.

Format of the Detailed Tables

Data are presented on both an academic year and a calendar year basis. These two sections of the report each constitute a set of fifteen tables labeled A (academic year) and B (calendar year). This dual presentation is intended to facilitate ready usage on the part of the dean and faculty. Also, a case can be made for a format which permits all schools to make rapid comparison with salary data produced by the American Association of University Professors (A.A.U.P) and other sources which generally utilize an academic year.

Major determinants of salary include academic rank and degree level, and all tables display statistics for these groups separately. The major institutional classification: public, secular private and religious private are also displayed on all tables.

Following a table for all schools, tables are presented for the four geographic regions which also are utilized by the American Nurses' Association and the National League for Nursing. In addition to regional identification, separate tables are presented for schools with similar program type and size, and for schools with the same organizational structure and type of parent institution. A map showing the geographic regions is located on page 7 .

The pattern used for presenting salary data for each rank and degree level is consistent throughout the report. (See Key to Salary Tables on page 10 .) All tables represent compilations of individual faculty salaries. Identification of salaries at the 25th and 75th percentiles, as well as the mean, will enable faculty members to locate (approximately) how their salaries compare with others of comparable background, institution, region, etc.

III. RESULTS AND DISCUSSION:

This report presents salaries for 230 AACN member schools and covers 7,499 (filled) full-time nurse faculty positions as of the 1980-81 academic year. Summary Table 1 compares average (mean) salaries for all schools participating in the 1979-80 and 1980-81 surveys. Increases will be noted for each degree level and rank.

SUMMARY TABLE 1

AVERACE SALARIES IN PARTICIPATING AACN SCHOOLS

1979-80 AND 1980-81 SALARY SURVEYS

	Academic Year		Calendar Year	
	1979-80	1980-81	1979-80	1980-81
	206 Schools Reporting	230 Schools Reporting	206 Schools Reporting	230 Schools Reporting
Professors				
Doctoral Preparation	28,196	29,611	34,461	36,191
Non-Doctoral Preparation	25,130	26,850	30,713	32,817
Associate Professors				
Doctoral Preparation	22,894	24,689	27,981	30,175
Non-Doctoral Preparation	20,602	22,114	25,100	27,028
Assistant Professors				
Doctoral Preparation	19,575	21,002	23,925	25,669
Non-Doctoral Preparation	17,148	18,390	20,958	22,477
Instructors				
Doctoral Preparation	16,513	21,426	20,183	26,187
Non-Doctoral Preparation	14,545	15,776	17,777	19,282

The statistics for 1979-80 fairly reflect the data from the 206 schools participating in that year and the statistics for 1980-81 fairly reflect the data for the 230 schools participating in the current survey. Because the two sets of schools are not identical, however, percent increases may not be a measure of gains or losses in salaries of given positions. For example, gains or losses could be the result of more institutions participating in the second year with high salaries or, conversely, with low salaries.

To control this problem, a group of 192 institutions were selected which participated in both years and which reported on the same basis -- academic year or calendar year -- in the two surveys. For this matched group, one may observe that salaries also increased for all ranks and degree levels. Summary Table 2, on p.5, shows mean salaries in the two years for the matched set of schools. The percent of increases ranged from a low of 5.8 for doctorally prepared professors to a high of 8.1 for associate professors with a doctorate.

SUMMARY TABLE 2

AVERAGE SALARIES IN MATCHED AACN SCHOOLS

PARTICIPATING IN BOTH 1979-80 AND 1980-81 SURVEYS

	Academic Year		Calendar Year	
	1979-80	1980-81	1979-80	1980-81
	192 Matched Schools	192 Matched Schools	192 Matched Schools	192 Matched Schools
Professors				
Doctoral Preparation	28,215	29,863	34,485	36,499
Non-Doctoral Preparation	25,066	26,900	30,636	32,878
Associate Professor				
Doctoral Preparation	22,962	24,823	28,065	30,739
Non-Doctoral Preparation	20,674	22,295	25,268	27,249
Assistant Professors				
Doctoral Preparation	19,607	21,117	23,964	25,810
Non-Doctoral Preparation	17,184	18,428	21,003	22,523
Instructors				
Doctoral Preparation	16,514	21,426	20,184	26,188
Non-Doctoral Preparation	14,588	15,832	17,830	19,350

Even for the matched set, the percent increases do not reflect the average increases for faculty members who remained in their positions. One must bear in mind that it is normal for senior people to retire or leave for other reasons, while more junior people take their places, generally at lower salaries. The increases shown are typical of positions, not necessarily of individuals. The percent increases for individuals will generally be higher.

As was the case in 1979-80, salaries in the various categories of the summary tables do not deviate very much from the averages in the All-School Tables for academic and calendar year faculty.

Other Discussion

Doctoral Preparation of Faculty and Salaries

The number of faculty in AACN schools possessing an earned doctorate increased by 27 percent over 1979-80. However, it is less positive to report that only 17.6 percent of the total faculty in baccalaureate and masters programs represented in this survey are doctorally prepared -- an increase over 16 percent in 1979-80.

The very small differences in salary levels for doctoral and non-doctorally prepared faculty which can be identified in many institutions are a cause of continuing concern. Several factors probably are involved; scarcity of candidates, competition with salaries in nursing service positions and the profession's long acceptance of the master's degree as normal preparation to teach in baccalaureate programs.

Salaries of professors and associate professors in schools with students in doctoral programs increased by 7.5 and 8.7 percent respectively over 1979-80. Also, last year the salaries of professors in these programs were only slightly above the All-School mean; this year their salaries led those in other universities and academic medical centers. It should be remembered that deans/directors are not included in the above.

Other

As in previous years, lower salary ranges are found in two types of schools: those with a baccalaureate program only and those situated in four-year colleges. Nevertheless, the survey reveals that increases over 1979-80 in these schools are quite comparable with those in other institutional categories in this report.

It is inevitable that one should find a wide diversity of definitions -- and institutional policies supporting them -- among 230 schools. Of special concern this year were the following: What is an academic year -- all the way from 8 to 10 months? Is a school of nursing part of an academic health center when nursing is on a separate campus? What about institutions which do not separate full-time and part-time students -- or those who translate full and part-time faculty to F.T.E. and present one official figure? In consultation with the deans of affected institutions, judgments which were made in each case tried to keep the reporting as consistent as possible. Although small in number so far, such changes in data collection within academic institutions may have significance for the future.

North
Atlantic
States
Midwestern States
Western States
Southern States

Report on Salaries of Nursing Faculty

The American Association of Colleges of Nursing

Schools Participating in the Faculty Salary Survey
by Region and Sponsorship

NORTH ATLANTIC STATES

Public	Private (secular)	Private (religious)
Univ. of Connecticut	Yale University (CT)	Fairfield Univ. (CT)
West Conn. St. Coll.	Howard University (D.C.)	Georgetown Univ. (D.C.)
Univ. of Delaware	Boston University (MA)	Catholic Univ. (D.C.)
U. District of Columbia	Northeastern Univ. (MA)	Boston College (MA)
Salem St. Univ. (MA)	Simmons College (MA)	St. Anselm's College (NH)
Univ. of Lowell (MA)	Fairleigh Dickinson U., (NJ)	Seton Hall Univ. (NJ)
Univ. of Massachusetts	Adelphi University (NY)	Felician College (NJ)
Worcester St. Col. (MA)	Alfred University (NY)	Coll.of Mt. St. Vincent (NY)
Boston State College	Coll. of New Rochelle (NY)	Molloy College (NY)
Univ. of New Hampshire	Columbia University (NY)	Carlow College (PA)
Rutgers, The St. Univ.(NJ)	Columbia Univ. T. C. (NY)	College Misericordia (PA)
City College of N.Y.	Hartwick College (NY)	Duquesne University (PA)
Lehman College (NY)	Mercy College (NY)	Neumann College (PA)
Hunter Coll.-Bellevue (NY)	New York University	Villa Maria College (PA)
SUNY-Binghamton (NY)	Russell Sage College (NY)	Villanova University (PA)
SUNY-Buffalo (NY)	Skidmore College (NY)	
SUNY-Downstate (NY)	Syracuse University (NY)	
SUNY-Stony Brook (NY)	Univ. of Rochester (NY)	
Bloomsburg St. Col. (PA)	Elmira College (PA)	
Indiana Univ. of Pa.	University of Pennsylvania	
Pennsylvania St. Univ.	Univ. of Pittsburgh (PA)	
Temple University (PA)	Widener College (PA)	
Rhode Island College	Wilkes College (PA)	
University of Vermont	Thomas Jefferson U. (PA)	

MIDWESTERN STATES

Chicago St. Univ. (IL)	Bradley University (IL)	De Paul University (IL)
Governor's State U. (IL)	Rush University (IL)	Elmhurst College (IL)
Northern Illinois Univ.	Northwestern Univ. (IL)	Illinois Wesleyan Univ.
Sangamon St. Univ. (IL)	Case Western Reserve (OH)	Lewis University (IL)
Southern Illinois Univ.		Loyola University (IL)
U. Illinois (Med. Center)		Millikin University (IL)
Ball State Univ. (IN)		North Park College (IL)
Ind. State Univ.		St. Xavier College (IL)
Indiana University		De Pauw University (IN)
Purdue University (IN)		Goshen College (IN)
University of Iowa		St. Mary's College (IN)
Ft. Hays St. Univ. (KS)		Univ. of Evansville (IN)
University of Kansas		Valparaiso University (IN)
Washburn U. Topeka (KS)		Grand View College (IA)
Eastern Michigan Univ.		Marymount College (KS)
Michigan State Univ.		St. Mary of Plains C. (KS)
Northern Michigan Univ.		Madonna College (MI)
Oakland University (MI)		Nazareth College (MI)
University of Michigan		Mercy Col. of Detroit (MI)
Wayne State Univ. (MI)		St. Olaf College (MN)
Univ. of Minnesota		Avila College (MO)
N.E. Missouri State U.		Graceland College (MO)
University of Missouri		St. Louis University (MO)
University of Nebraska		Creighton University (NB)
Univ. of N. Dakota		Union College (NB)
Kent St. Univ. (OH)		Capital University (OH)
Ohio State Univ.		Col. Mt. St. Joseph (OH)
Univ. of Akron (OH)		Ursuline College (OH)
U. of Cincinnati (OH)		Marquette University (WI)
Wright St. Univ. (OH)		
Med. Coll. of Ohio (Toledo)		
S. Dakota St. Univ.		
U. of Wisc. (Eau Claire)		
U. of Wisc. (Madison)		
U. of Wisc. (Milwaukee)		
U. of Wisc. (Oshkosh)		

SOUTHERN STATES

U. of Alabama (Bghm.)	Univ. of Miami (FL)	Emory University (GA)
U. of Alabama (Huntsv.)	Duke University (NC)	William Carey Col. (LA)

SOUTHERN STATES

Troy State Univ. (AL)
U. of Arkansas (L. Rock)
U. of Cent. Ark. (Conway)
Florida A & M Univ.
Florida State Univ.
University of Florida
Univ. of So. Florida
Georgia State Univ.
Med. Coll. of Georgia
Valdosta State C. (GA)
E. Kentucky University
University of Kentucky
W. Kentucky University
Louisiana State Univ.
N.E. Louisiana Univ.
N.W. State Univ. (LA)
Univ. of S.W. Louisiana
S.E. Louisiana Univ.
Coppin State Col. (MD)
Towson State Univ. (MD)
University of Maryland
Bowie State Col. (MD)
Delta State Univ. (MS)
Univ. of Mississippi
Univ. of So. Mississippi
Alcorn State Univ. (MS)
E. Carolina Univ. (NC)
N. Carolina A & T Univ.
U. N. Carolina (Chapel Hill)
U. N. Carolina (Charlotte)
U. N. Carolina (Greensboro)
Western Carolina U. (NC)
Winston Salem St. U. (NC)
Univ. of Oklahoma
Med. Col. So. Carolina
U. So. Carolina (Columbia)
U. So. Carolina (Spartanburg)
Clemson University (SC)
E. Tenn. St. U. (Nashville)
U. Tennessee (Knoxville)
U. Tennessee (Memphis)
U. Tennessee (Nashville)
Tennessee Tech. Univ.
Texas Woman's U. (Denton)
U. Texas (Arlington)
U. Texas (Austin)
U. Texas (El Paso)
U. Texas (Galveston)
U. Texas (Houston)
U. Texas (San Antonio)
W. Texas State U.
Texas Tech. University
Prairie View A. & M. U.(TX)
George Mason Univ. (VA)
Radford College (VA)
U. Virginia (Charl.)
Va. Commonwealth U. (Richm.)
James Madison U. (VA)
Marshall University (WV)
W. Virginia University
U. Puerto Rico (San Juan)

Univ. of Tulsa (OK)
Vanderbilt Univ. (TN)
Hampton Institute (VA)

Col. of Notre Dame (MD)
Mississippi Col. (Clinton)
Oral Roberts Univ. (OK)
Baylor University (TX)
Incarnate Word Col. (TX)
Texas Christian Univ.
E. Mennonite Col. (VA)

WESTERN STATES

Arizona State U. (Tempe)
U. of Arizona (Tucson)
Cal. St. U. (L. Beach)
Cal. St. U. (Sacramento)
San Diego St. U. (CA)
U. of Cal. (San Francisco)
San Jose St. Univ. (CA)
Cal. State C. (Bakersfld.)
University of Colorado
University of N. Colo.
Montana State University
University of New Mexico
University of Oregon
University of Utah
Intercollegiate Center for
Nursing Education (WA)
University of Washington
University of Wyoming

Loma Linda Univ. (CA)
Univ. of San Diego (CA)
Univ. of San Francisco (CA)
Seattle University (WA)

KEY TO SALARY TABLES*

25th percentile is $19,400

50th percentile is $20,900

75th percentile is $22,400

25th	$19,400	Number	349	349 faculty members in this group
50th	$20,900			
75th	$22,400	Mean	21,002	Mean (average) salary is $21,002

Note on Computation of Percentile Statistics: The 25th, 50th or 75th percentile is that salary below which 25%, 50% or 75% of the salaries fall. By this definition, the 50th percentile is the median or middle salary. Percentile statistics have been rounded to the nearest hundred.

*The example is from Table A1, (All Schools) Academic Year Salary for an Assistant Professor with doctorate.

TABLE A1

ALL SCHOOLS — ALL REGIONS — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
230 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 26,600 NUMBER 333 50th 29,300 75th 32,500 MEAN 29,611	25th 22,700 NUMBER 622 50th 24,400 75th 26,600 MEAN 24,700	25th 19,400 NUMBER 349 50th 20,900 75th 22,400 MEAN 21,002	25th 18,100 NUMBER 16 50th 21,200 75th 24,800 MEAN 21,426
	FACULTY WITHOUT DOCTORATE	25th 22,900 NUMBER 105 50th 26,900 75th 30,300 MEAN 26,850	25th 19,800 NUMBER 846 50th 21,800 75th 24,100 MEAN 22,114	25th 16,900 NUMBER 3030 50th 18,200 75th 19,700 MEAN 18,392	25th 14,500 NUMBER 2198 50th 15,700 75th 16,900 MEAN 15,772
140 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 26,900 NUMBER 259 50th 29,300 75th 32,700 MEAN 29,851	25th 22,900 NUMBER 437 50th 24,400 75th 26,500 MEAN 24,755	25th 19,700 NUMBER 231 50th 21,000 75th 22,500 MEAN 21,299	25th 20,500 NUMBER 13 50th 23,300 75th 25,300 MEAN 22,502
	FACULTY WITHOUT DOCTORATE	25th 24,200 NUMBER 79 50th 27,300 75th 31,400 MEAN 27,535	25th 20,400 NUMBER 580 50th 22,200 75th 24,500 MEAN 22,595	25th 17,400 NUMBER 2063 50th 18,500 75th 19,900 MEAN 18,723	25th 14,700 NUMBER 1415 50th 15,800 75th 17,000 MEAN 15,930
34 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 27,500 NUMBER 47 50th 30,200 75th 33,500 MEAN 30,796	25th 23,700 NUMBER 121 50th 25,000 75th 27,200 MEAN 25,640	25th 18,900 NUMBER 72 50th 20,800 75th 22,400 MEAN 20,901	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 25,100 NUMBER 8 50th 32,500 75th 33,000 MEAN 30,124	25th 20,400 NUMBER 115 50th 22,400 75th 25,100 MEAN 22,811	25th 16,900 NUMBER 421 50th 18,300 75th 20,100 MEAN 18,712	25th 15,000 NUMBER 401 50th 16,000 75th 17,100 MEAN 16,204
56 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 22,200 NUMBER 27 50th 26,100 75th 29,000 MEAN 25,246	25th 20,100 NUMBER 64 50th 22,200 75th 24,400 MEAN 22,545	25th 17,300 NUMBER 46 50th 19,200 75th 21,900 MEAN 19,667	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 19,200 NUMBER 18 50th 22,000 75th 25,400 MEAN 22,391	25th 17,800 NUMBER 151 50th 19,400 75th 21,400 MEAN 19,737	25th 15,400 NUMBER 546 50th 16,800 75th 18,200 MEAN 16,892	25th 13,600 NUMBER 382 50th 14,900 75th 15,900 MEAN 14,733

TABLE A2

SCHOOLS IN THE NORTH ATLANTIC STATES — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
63 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 26,900 NUMBER 68 50th 30,600 75th 33,300 MEAN 30,694	25th 22,700 NUMBER 145 50th 24,800 75th 27,200 MEAN 25,082	25th 18,500 NUMBER 132 50th 20,300 75th 21,800 MEAN 20,241	25th NUMBER 3 50th 75th MEAN 16,767
	FACULTY WITHOUT DOCTORATE	25th 26,600 NUMBER 11 50th 29,700 75th 32,700 MEAN 28,823	25th 20,700 NUMBER 176 50th 22,900 75th 25,000 MEAN 23,183	25th 16,500 NUMBER 630 50th 18,100 75th 20,000 MEAN 18,359	25th 14,600 NUMBER 597 50th 15,600 75th 16,600 MEAN 15,662
24 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 26,800 NUMBER 33 50th 31,200 75th 33,800 MEAN 31,305	25th 23,100 NUMBER 40 50th 25,700 75th 29,600 MEAN 26,117	25th 19,700 NUMBER 46 50th 20,900 75th 21,900 MEAN 20,886	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 21,900 NUMBER 58 50th 23,400 75th 25,900 MEAN 23,856	25th 17,500 NUMBER 199 50th 18,700 75th 20,700 MEAN 19,195	25th 15,000 NUMBER 213 50th 16,000 75th 17,400 MEAN 16,130
25 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 27,800 NUMBER 28 50th 31,300 75th 33,400 MEAN 30,905	25th 23,700 NUMBER 82 50th 25,000 75th 26,900 MEAN 25,401	25th 18,400 NUMBER 57 50th 20,500 75th 22,200 MEAN 20,533	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 28,600 NUMBER 6 50th 32,500 75th 33,000 MEAN 30,769	25th 21,400 NUMBER 75 50th 24,000 75th 26,700 MEAN 23,967	25th 16,900 NUMBER 270 50th 18,500 75th 20,100 MEAN 18,673	25th 14,900 NUMBER 256 50th 15,600 75th 16,600 MEAN 15,769
14 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 24,200 NUMBER 7 50th 26,100 75th 31,000 MEAN 26,966	25th 19,900 NUMBER 23 50th 22,200 75th 24,500 MEAN 22,147	25th 17,000 NUMBER 29 50th 18,500 75th 20,300 MEAN 18,648	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 25,830	25th 19,300 NUMBER 43 50th 20,500 75th 22,300 MEAN 20,906	25th 15,100 NUMBER 161 50th 16,800 75th 18,000 MEAN 16,800	25th 14,000 NUMBER 128 50th 14,900 75th 15,600 MEAN 14,671

TABLE A3

SCHOOLS IN THE MIDWESTERN STATES — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
69 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 26,300 NUMBER 81 50th 29,300 75th 32,800 MEAN 29,779	25th 23,600 NUMBER 197 50th 24,900 75th 26,900 MEAN 25,127	25th 20,600 NUMBER 95 50th 22,100 75th 23,800 MEAN 22,230	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 21,500 NUMBER 34 50th 23,700 75th 27,600 MEAN 24,690	25th 19,200 NUMBER 236 50th 21,500 75th 23,700 MEAN 21,460	25th 16,800 NUMBER 954 50th 18,100 75th 19,700 MEAN 18,344	25th 14,500 NUMBER 734 50th 15,900 75th 17,000 MEAN 15,828
36 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 26,500 NUMBER 65 50th 29,100 75th 32,800 MEAN 29,859	25th 23,700 NUMBER 155 50th 24,900 75th 26,700 MEAN 25,077	25th 20,600 NUMBER 73 50th 22,000 75th 23,600 MEAN 22,100	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 22,300 NUMBER 23 50th 26,700 75th 28,400 MEAN 26,420	25th 20,700 NUMBER 154 50th 22,300 75th 24,300 MEAN 22,511	25th 17,400 NUMBER 615 50th 18,600 75th 20,100 MEAN 18,802	25th 14,600 NUMBER 444 50th 15,800 75th 17,000 MEAN 15,817
4 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 29,400 NUMBER 8 50th 32,900 75th 40,000 MEAN 34,144	25th 24,100 NUMBER 20 50th 27,000 75th 29,200 MEAN 26,905	25th 21,400 NUMBER 8 50th 24,200 75th 28,200 MEAN 24,497	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th 19,700 NUMBER 7 50th 21,100 75th 26,200 MEAN 22,528	25th 17,900 NUMBER 74 50th 19,200 75th 22,100 MEAN 20,008	25th 16,300 NUMBER 110 50th 17,000 75th 18,800 MEAN 17,615
29 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 18,500 NUMBER 8 50th 25,500 75th 30,000 MEAN 24,766	25th 21,300 NUMBER 22 50th 23,100 75th 26,800 MEAN 23,868	25th 17,900 NUMBER 14 50th 22,700 75th 23,600 MEAN 21,610	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 18,700 NUMBER 11 50th 21,700 75th 22,900 MEAN 21,071	25th 17,000 NUMBER 75 50th 19,100 75th 20,800 MEAN 19,202	25th 15,500 NUMBER 265 50th 16,900 75th 18,000 MEAN 16,815	25th 13,800 NUMBER 180 50th 15,000 75th 16,000 MEAN 14,765

TABLE A4

SCHOOLS IN THE SOUTHERN STATES — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
77 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 25,600 NUMBER 119 50th 28,500 75th 31,500 MEAN 28,683	25th 22,300 NUMBER 207 50th 24,100 75th 25,700 MEAN 24,300	25th 19,400 NUMBER 71 50th 21,000 75th 22,200 MEAN 21,037	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 22,000 NUMBER 30 50th 25,100 75th 27,100 MEAN 25,050	25th 19,700 NUMBER 308 50th 21,300 75th 23,400 MEAN 21,826	25th 17,000 NUMBER 1118 50th 18,200 75th 19,500 MEAN 18,389	25th 14,500 NUMBER 616 50th 15,600 75th 16,700 MEAN 15,586
63 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 25,900 NUMBER 103 50th 28,600 75th 31,500 MEAN 28,960	25th 22,500 NUMBER 174 50th 24,200 75th 25,800 MEAN 24,426	25th 19,200 NUMBER 63 50th 21,000 75th 22,600 MEAN 21,191	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 22,800 NUMBER 27 50th 25,100 75th 27,000 MEAN 24,930	25th 20,000 NUMBER 261 50th 21,700 75th 23,800 MEAN 22,111	25th 17,200 NUMBER 966 50th 18,400 75th 19,600 MEAN 18,559	25th 14,600 NUMBER 532 50th 15,700 75th 16,800 MEAN 15,688
5 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 24,500 NUMBER 11 50th 27,500 75th 33,500 MEAN 28,083	25th 23,300 NUMBER 19 50th 24,300 75th 27,800 MEAN 25,339	25th 19,600 NUMBER 7 50th 20,700 75th 21,400 MEAN 19,790	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 18,500 NUMBER 33 50th 20,400 75th 21,300 MEAN 20,243	25th 16,100 NUMBER 77 50th 17,100 75th 19,000 MEAN 17,604	25th 13,700 NUMBER 35 50th 15,200 75th 16,000 MEAN 14,949
9 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 20,300 NUMBER 5 50th 24,800 75th 28,000 MEAN 24,288	25th 20,200 NUMBER 14 50th 21,700 75th 23,000 MEAN 21,323	25th NUMBER 1 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 18,500 NUMBER 14 50th 20,100 75th 20,900 MEAN 20,241	25th 15,200 NUMBER 75 50th 17,000 75th 18,800 MEAN 16,999	25th 14,200 NUMBER 49 50th 15,000 75th 15,700 MEAN 14,937

TABLE A5

SCHOOLS IN THE WESTERN STATES — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
21 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 27,200 NUMBER 65 50th 29,800 75th 33,000 MEAN 29,967	25th 22,000 NUMBER 73 50th 23,800 75th 25,600 MEAN 23,919	25th 19,500 NUMBER 51 50th 20,700 75th 21,500 MEAN 20,635	25th 20,600 NUMBER 12 50th 23,500 75th 25,500 MEAN 23,047
	FACULTY WITHOUT DOCTORATE	25th 27,500 NUMBER 30 50th 30,800 75th 34,500 MEAN 30,376	25th 19,700 NUMBER 126 50th 22,400 75th 24,800 MEAN 22,550	25th 17,200 NUMBER 328 50th 18,600 75th 19,700 MEAN 18,604	25th 14,900 NUMBER 251 50th 15,700 75th 17,600 MEAN 16,323
17 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 27,700 NUMBER 58 50th 30,100 75th 33,100 MEAN 30,595	25th 22,000 NUMBER 68 50th 23,900 75th 26,000 MEAN 24,061	25th 19,500 NUMBER 49 50th 20,700 75th 21,500 MEAN 20,634	25th 20,600 NUMBER 12 50th 23,500 75th 25,500 MEAN 23,047
	FACULTY WITHOUT DOCTORATE	25th 28,400 NUMBER 28 50th 31,400 75th 34,500 MEAN 30,906	25th 20,900 NUMBER 107 50th 23,300 75th 24,900 MEAN 23,210	25th 17,600 NUMBER 283 50th 18,700 75th 19,700 MEAN 18,781	25th 14,900 NUMBER 226 50th 15,800 75th 17,900 MEAN 16,534
0 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN
4 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 19,200 NUMBER 7 50th 26,600 75th 27,900 MEAN 24,759	25th 19,400 NUMBER 5 50th 22,100 75th 24,500 MEAN 21,979	25th NUMBER 2 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 17,800 NUMBER 19 50th 17,800 75th 19,200 MEAN 18,832	25th 15,800 NUMBER 45 50th 15,800 75th 20,700 MEAN 17,492	25th 13,200 NUMBER 25 50th 13,500 75th 15,400 MEAN 14,414

TABLE A6

SCHOOLS IN UNIVERSITIES — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
175 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 26,700 NUMBER 318 50th 29,300 75th 32,700 MEAN 29,703	25th 22,900 NUMBER 576 50th 24,500 75th 26,600 MEAN 24,876	25th 19,500 NUMBER 324 50th 21,000 75th 22,500 MEAN 21,130	25th 18,100 NUMBER 16 50th 21,200 75th 24,800 MEAN 21,426
	FACULTY WITHOUT DOCTORATE	25th 23,000 NUMBER 97 50th 26,900 75th 30,200 MEAN 26,910	25th 20,000 NUMBER 747 50th 22,000 75th 24,400 MEAN 22,319	25th 17,100 NUMBER 2586 50th 18,400 75th 19,900 MEAN 18,596	25th 14,700 NUMBER 1886 50th 15,800 75th 17,000 MEAN 15,926
125 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 26,900 NUMBER 249 50th 29,400 75th 32,700 MEAN 29,894	25th 23,000 NUMBER 415 50th 24,500 75th 26,500 MEAN 24,790	25th 19,700 NUMBER 222 50th 21,000 75th 22,500 MEAN 21,298	25th 20,500 NUMBER 13 50th 23,300 75th 25,300 MEAN 22,502
	FACULTY WITHOUT DOCTORATE	25th 24,100 NUMBER 77 50th 27,300 75th 30,800 MEAN 27,469	25th 20,500 NUMBER 536 50th 22,400 75th 24,600 MEAN 22,667	25th 17,300 NUMBER 1900 50th 18,500 75th 19,900 MEAN 18,738	25th 14,700 NUMBER 1301 50th 15,800 75th 17,000 MEAN 15,929
24 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 27,500 NUMBER 43 50th 30,900 75th 33,500 MEAN 31,098	25th 23,900 NUMBER 111 50th 25,300 75th 27,300 MEAN 25,880	25th 19,600 NUMBER 61 50th 21,000 75th 22,500 MEAN 21,342	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 22,800 NUMBER 6 50th 31,300 75th 33,300 MEAN 29,163	25th 20,400 NUMBER 100 50th 22,600 75th 25,300 MEAN 22,977	25th 17,100 NUMBER 355 50th 18,700 75th 20,500 MEAN 18,934	25th 15,200 NUMBER 359 50th 16,100 75th 17,200 MEAN 16,402
26 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 22,600 NUMBER 26 50th 26,100 75th 29,100 MEAN 25,570	25th 21,400 NUMBER 50 50th 22,900 75th 24,900 MEAN 23,354	25th 17,300 NUMBER 41 50th 19,700 75th 22,000 MEAN 19,903	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 20,800 NUMBER 14 50th 22,100 75th 25,400 MEAN 22,869	25th 18,000 NUMBER 111 50th 19,700 75th 21,800 MEAN 20,051	25th 15,900 NUMBER 331 50th 17,000 75th 19,000 MEAN 17,416	25th 14,200 NUMBER 226 50th 15,200 75th 16,000 MEAN 15,154

TABLE A7

SCHOOLS IN FOUR-YEAR COLLEGES — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
51 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 24,400 NUMBER 13 50th 28,000 75th 32,200 MEAN 27,278	25th 18,300 NUMBER 28 50th 21,200 75th 23,100 MEAN 21,137	25th 17,100 NUMBER 24 50th 18,900 75th 21,400 MEAN 19,167	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 18,500 NUMBER 6 50th 23,200 75th 33,000 MEAN 24,815	25th 17,400 NUMBER 63 50th 19,700 75th 21,500 MEAN 19,920	25th 15,100 NUMBER 345 50th 16,900 75th 18,100 MEAN 16,828	25th 13,500 NUMBER 269 50th 14,900 75th 16,200 MEAN 14,761
11 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 24,800 NUMBER 8 50th 27,500 75th 32,400 MEAN 28,450	25th NUMBER 4 50th 75th MEAN 21,740	25th 20,300 NUMBER 8 50th 21,300 75th 21,900 MEAN 21,038	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th 19,700 NUMBER 8 50th 22,400 75th 23,200 MEAN 21,844	25th 17,400 NUMBER 64 50th 18,200 75th 19,900 MEAN 18,617	25th 15,000 NUMBER 71 50th 16,500 75th 17,300 MEAN 16,316
10 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 4 50th 75th MEAN 27,548	25th 22,000 NUMBER 10 50th 22,800 75th 24,600 MEAN 22,972	25th 16,000 NUMBER 11 50th 18,800 75th 20,000 MEAN 18,456	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 19,700 NUMBER 15 50th 20,900 75th 24,400 MEAN 21,701	25th 16,000 NUMBER 66 50th 17,000 75th 18,400 MEAN 17,521	25th 13,400 NUMBER 42 50th 14,100 75th 15,900 MEAN 14,504
30 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 17,400 NUMBER 14 50th 18,900 75th 21,300 MEAN 19,654	25th 17,000 NUMBER 5 50th 17,500 75th 18,600 MEAN 17,739	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 20,719	25th 16,700 NUMBER 40 50th 18,700 75th 20,300 MEAN 18,867	25th 14,700 NUMBER 215 50th 15,900 75th 17,600 MEAN 16,084	25th 12,600 NUMBER 156 50th 14,200 75th 15,500 MEAN 14,122

TABLE A8

SCHOOLS IN ACADEMIC MEDICAL/HEALTH SCIENCE CENTERS — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
73 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 26,800 NUMBER 222 50th 29,200 75th 32,100 MEAN 29,484	25th 23,000 NUMBER 374 50th 24,500 75th 26,700 MEAN 24,984	25th 20,000 NUMBER 204 50th 21,400 75th 23,000 MEAN 21,527	25th 18,200 NUMBER 10 50th 22,000 75th 24,500 MEAN 21,525
	FACULTY WITHOUT DOCTORATE	25th 23,100 NUMBER 46 50th 26,000 75th 28,500 MEAN 26,412	25th 19,900 NUMBER 428 50th 21,600 75th 23,700 MEAN 21,980	25th 17,200 NUMBER 1452 50th 18,500 75th 19,800 MEAN 18,615	25th 14,700 NUMBER 1153 50th 15,700 75th 17,000 MEAN 15,962
51 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 26,900 NUMBER 182 50th 29,200 75th 31,900 MEAN 29,510	25th 23,000 NUMBER 271 50th 24,500 75th 26,500 MEAN 24,795	25th 19,800 NUMBER 144 50th 21,100 75th 22,700 MEAN 21,357	25th 19,200 NUMBER 9 50th 23,300 75th 24,600 MEAN 21,894
	FACULTY WITHOUT DOCTORATE	25th 24,800 NUMBER 36 50th 26,700 75th 28,400 MEAN 26,707	25th 20,400 NUMBER 341 50th 21,900 75th 23,800 MEAN 22,267	25th 17,300 NUMBER 1064 50th 18,500 75th 19,700 MEAN 18,641	25th 14,500 NUMBER 744 50th 15,500 75th 16,800 MEAN 15,770
14 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 27,500 NUMBER 31 50th 29,500 75th 34,600 MEAN 31,134	25th 23,800 NUMBER 81 50th 25,600 75th 28,400 MEAN 26,104	25th 20,400 NUMBER 45 50th 21,600 75th 23,500 MEAN 21,978	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 22,300 NUMBER 5 50th 32,300 75th 33,800 MEAN 28,928	25th 19,700 NUMBER 57 50th 21,200 75th 24,200 MEAN 22,006	25th 17,500 NUMBER 254 50th 18,900 75th 21,000 MEAN 19,255	25th 15,500 NUMBER 305 50th 16,200 75th 17,500 MEAN 16,700
8 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 19,200 NUMBER 9 50th 22,200 75th 28,000 MEAN 23,273	25th 21,200 NUMBER 22 50th 22,600 75th 23,700 MEAN 23,185	25th 19,700 NUMBER 15 50th 21,900 75th 23,000 MEAN 21,800	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 21,000 NUMBER 5 50th 22,000 75th 22,500 MEAN 21,779	25th 17,800 NUMBER 30 50th 17,900 75th 19,100 MEAN 18,677	25th 15,800 NUMBER 134 50th 16,500 75th 19,000 MEAN 17,195	25th 14,000 NUMBER 104 50th 15,000 75th 16,500 MEAN 15,167

TABLE A9

SCHOOLS WHICH ARE AUTONOMOUS — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
155 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 26,600 NUMBER 289 50th 29,100 75th 32,300 MEAN 29,504	25th 22,800 NUMBER 530 50th 24,400 75th 26,600 MEAN 24,779	25th 19,500 NUMBER 287 50th 21,000 75th 22,500 MEAN 21,121	25th 17,300 NUMBER 13 50th 20,700 75th 24,000 MEAN 20,688
	FACULTY WITHOUT DOCTORATE	25th 23,000 NUMBER 84 50th 26,300 75th 29,600 MEAN 26,492	25th 19,900 NUMBER 719 50th 21,800 75th 24,000 MEAN 22,098	25th 17,000 NUMBER 2449 50th 18,300 75th 19,800 MEAN 18,485	25th 14,700 NUMBER 1708 50th 15,700 75th 16,800 MEAN 15,846
102 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 26,900 NUMBER 225 50th 29,200 75th 32,700 MEAN 29,837	25th 22,900 NUMBER 387 50th 24,400 75th 26,500 MEAN 24,764	25th 19,700 NUMBER 204 50th 21,000 75th 22,500 MEAN 21,300	25th 19,800 NUMBER 10 50th 22,500 75th 24,500 MEAN 21,865
	FACULTY WITHOUT DOCTORATE	25th 24,300 NUMBER 64 50th 26,900 75th 29,900 MEAN 27,216	25th 20,400 NUMBER 512 50th 22,100 75th 24,200 MEAN 22,520	25th 17,300 NUMBER 1765 50th 18,500 75th 19,800 MEAN 18,709	25th 14,700 NUMBER 1131 50th 15,700 75th 17,000 MEAN 15,872
19 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 27,500 NUMBER 37 50th 29,500 75th 33,500 MEAN 30,586	25th 23,700 NUMBER 92 50th 25,000 75th 27,900 MEAN 25,861	25th 19,600 NUMBER 41 50th 21,400 75th 23,300 MEAN 21,550	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 22,300 NUMBER 5 50th 32,300 75th 33,800 MEAN 28,928	25th 20,600 NUMBER 88 50th 22,700 75th 25,600 MEAN 23,007	25th 17,000 NUMBER 315 50th 18,500 75th 20,100 MEAN 18,714	25th 15,300 NUMBER 316 50th 16,000 75th 17,100 MEAN 16,403
34 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 22,200 NUMBER 27 50th 26,100 75th 29,000 MEAN 25,246	25th 20,300 NUMBER 51 50th 22,700 75th 24,500 MEAN 22,941	25th 17,300 NUMBER 42 50th 19,600 75th 22,000 MEAN 19,834	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 20,300 NUMBER 15 50th 22,000 75th 25,000 MEAN 22,591	25th 17,800 NUMBER 119 50th 19,300 75th 21,400 MEAN 19,609	25th 15,800 NUMBER 369 50th 16,900 75th 18,500 MEAN 17,218	25th 14,100 NUMBER 261 50th 15,100 75th 16,000 MEAN 15,057

TABLE A10

SCHOOLS WHICH ARE NON-AUTONOMOUS — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
75 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 26,800 NUMBER 44 50th 31,300 75th 33,200 MEAN 30,314	25th 22,100 NUMBER 92 50th 24,600 75th 26,300 MEAN 24,240	25th 18,400 NUMBER 62 50th 20,600 75th 21,800 MEAN 20,450	25th NUMBER 3 50th 75th MEAN 24,624
	FACULTY WITHOUT DOCTORATE	25th 22,000 NUMBER 21 50th 30,300 75th 33,000 MEAN 28,284	25th 19,700 NUMBER 127 50th 22,000 75th 24,700 MEAN 22,205	25th 16,000 NUMBER 581 50th 17,900 75th 19,700 MEAN 17,999	25th 13,900 NUMBER 490 50th 15,400 75th 17,000 MEAN 15,515
38 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 25,500 NUMBER 34 50th 30,600 75th 32,900 MEAN 29,944	25th 22,800 NUMBER 50 50th 24,600 75th 26,500 MEAN 24,680	25th 20,100 NUMBER 27 50th 21,300 75th 22,400 MEAN 21,290	25th NUMBER 3 50th 75th MEAN 24,624
	FACULTY WITHOUT DOCTORATE	25th 22,300 NUMBER 15 50th 31,400 75th 34,500 MEAN 28,896	25th 20,800 NUMBER 68 50th 23,600 75th 24,800 MEAN 23,156	25th 17,400 NUMBER 298 50th 18,500 75th 20,500 MEAN 18,809	25th 14,600 NUMBER 284 50th 16,000 75th 17,400 MEAN 16,161
15 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 28,000 NUMBER 10 50th 32,000 75th 35,400 MEAN 31,572	25th 23,600 NUMBER 29 50th 25,000 75th 26,300 MEAN 24,937	25th 18,100 NUMBER 31 50th 20,000 75th 21,800 MEAN 20,043	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 32,118	25th 19,900 NUMBER 27 50th 21,400 75th 24,400 MEAN 22,170	25th 16,600 NUMBER 106 50th 18,100 75th 20,200 MEAN 18,709	25th 14,000 NUMBER 85 50th 15,300 75th 17,400 MEAN 15,463
22 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th 17,800 NUMBER 13 50th 20,500 75th 22,900 MEAN 20,992	25th NUMBER 4 50th 75th MEAN 17,924	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 21,391	25th 17,900 NUMBER 32 50th 19,700 75th 22,000 MEAN 20,215	25th 14,700 NUMBER 177 50th 16,000 75th 17,600 MEAN 16,211	25th 12,500 NUMBER 121 50th 14,000 75th 15,300 MEAN 14,034

TABLE A11

SCHOOLS WITH BACCALAUREATE PROGRAMS ONLY — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
110 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 24,700 NUMBER 29 50th 27,100 75th 31,200 MEAN 27,580	25th 20,300 NUMBER 64 50th 22,600 75th 24,300 MEAN 22,382	25th 17,600 NUMBER 44 50th 19,100 75th 21,200 MEAN 19,672	25th NUMBER 4 50th 75th MEAN 22,614
	FACULTY WITHOUT DOCTORATE	25th 19,400 NUMBER 26 50th 24,100 75th 32,100 MEAN 25,627	25th 19,000 NUMBER 200 50th 21,600 75th 24,300 MEAN 21,735	25th 16,200 NUMBER 929 50th 17,600 75th 19,100 MEAN 17,753	25th 14,000 NUMBER 525 50th 15,200 75th 16,500 MEAN 15,242
56 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 25,300 NUMBER 18 50th 27,600 75th 31,400 MEAN 28,442	25th 22,100 NUMBER 33 50th 23,700 75th 25,900 MEAN 23,689	25th 18,800 NUMBER 22 50th 20,700 75th 21,700 MEAN 20,621	25th NUMBER 3 50th 75th MEAN 24,952
	FACULTY WITHOUT DOCTORATE	25th 22,000 NUMBER 18 50th 27,700 75th 34,500 MEAN 27,653	25th 20,100 NUMBER 100 50th 22,300 75th 24,300 MEAN 22,481	25th 17,000 NUMBER 490 50th 18,200 75th 19,600 MEAN 18,506	25th 14,700 NUMBER 252 50th 16,300 75th 17,300 MEAN 16,140
14 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 3 50th 75th MEAN 29,075	25th 21,600 NUMBER 10 50th 23,200 75th 24,600 MEAN 22,944	25th 16,800 NUMBER 10 50th 18,600 75th 19,200 MEAN 18,103	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 20,900 NUMBER 35 50th 24,500 75th 27,800 MEAN 24,189	25th 16,100 NUMBER 111 50th 17,100 75th 19,000 MEAN 17,823	25th 13,900 NUMBER 43 50th 14,900 75th 15,700 MEAN 14,771
40 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 18,500 NUMBER 8 50th 25,700 75th 30,300 MEAN 25,077	25th 18,100 NUMBER 21 50th 20,100 75th 22,000 MEAN 20,060	25th 17,100 NUMBER 12 50th 18,500 75th 20,600 MEAN 19,240	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 17,800 NUMBER 7 50th 18,700 75th 20,900 MEAN 19,743	25th 17,000 NUMBER 65 50th 19,000 75th 21,000 MEAN 19,267	25th 14,900 NUMBER 328 50th 16,700 75th 18,600 MEAN 16,601	25th 13,000 NUMBER 210 50th 14,500 75th 15,500 MEAN 14,305

TABLE A12

SCHOOLS WITH LESS THAN 250 FULL-TIME BACCALAUREATE STUDENTS — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
102 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 26,600 NUMBER 104 50th 28,800 75th 31,200 MEAN 29,026	25th 22,200 NUMBER 172 50th 24,100 75th 26,200 MEAN 24,427	25th 19,500 NUMBER 72 50th 20,700 75th 22,700 MEAN 21,197	25th 18,200 NUMBER 7 50th 21,600 75th 25,000 MEAN 21,770
	FACULTY WITHOUT DOCTORATE	25th 21,900 NUMBER 39 50th 25,300 75th 29,900 MEAN 25,729	25th 19,700 NUMBER 282 50th 21,400 75th 23,300 MEAN 21,665	25th 17,000 NUMBER 965 50th 18,100 75th 19,600 MEAN 18,388	25th 14,800 NUMBER 712 50th 16,000 75th 17,100 MEAN 16,078
60 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 26,100 NUMBER 82 50th 28,600 75th 31,000 MEAN 28,727	25th 22,300 NUMBER 105 50th 24,100 75th 25,900 MEAN 24,264	25th 19,500 NUMBER 50 50th 20,600 75th 21,700 MEAN 20,753	25th 20,000 NUMBER 6 50th 22,500 75th 25,100 MEAN 22,365
	FACULTY WITHOUT DOCTORATE	25th 21,900 NUMBER 74 50th 25,600 75th 30,100 MEAN 26,216	25th 20,000 NUMBER 222 50th 21,800 75th 23,500 MEAN 22,058	25th 17,300 NUMBER 649 50th 18,300 75th 19,600 MEAN 18,566	25th 14,500 NUMBER 375 50th 16,000 75th 17,200 MEAN 16,011
15 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 28,000 NUMBER 15 50th 31,300 75th 38,700 MEAN 32,721	25th 23,500 NUMBER 44 50th 25,600 75th 28,200 MEAN 26,199	25th 21,400 NUMBER 16 50th 22,800 75th 24,500 MEAN 23,421	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th 19,700 NUMBER 25 50th 20,700 75th 22,600 MEAN 21,404	25th 17,000 NUMBER 145 50th 18,200 75th 20,200 MEAN 18,899	25th 15,500 NUMBER 220 50th 16,400 75th 17,600 MEAN 16,856
27 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 18,400 NUMBER 7 50th 26,600 75th 29,500 MEAN 24,609	25th 20,500 NUMBER 23 50th 21,900 75th 23,200 MEAN 21,781	25th 17,000 NUMBER 16 50th 18,800 75th 20,600 MEAN 18,965	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 19,100 NUMBER 5 50th 22,000 75th 26,000 MEAN 22,415	25th 16,100 NUMBER 35 50th 19,600 75th 22,000 MEAN 19,363	25th 15,500 NUMBER 171 50th 17,400 75th 18,800 MEAN 17,279	25th 13,900 NUMBER 117 50th 15,000 75th 16,000 MEAN 14,832

TABLE A13

SCHOOLS WITH 250 OR MORE FULL-TIME BACCALAUREATE STUDENTS — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
123 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 26,700 NUMBER 229 50th 29,400 75th 32,900 MEAN 29,876	25th 22,900 NUMBER 439 50th 24,500 75th 26,700 MEAN 24,788	25th 19,200 NUMBER 270 50th 20,900 75th 22,200 MEAN 20,943	25th 16,200 NUMBER 9 50th 20,600 75th 25,200 MEAN 21,159
	FACULTY WITHOUT DOCTORATE	25th 23,800 NUMBER 66 50th 27,400 75th 31,400 MEAN 27,513	25th 19,800 NUMBER 559 50th 22,000 75th 24,500 MEAN 22,304	25th 16,800 NUMBER 2036 50th 18,300 75th 19,700 MEAN 18,387	25th 14,500 NUMBER 1464 50th 15,500 75th 16,700 MEAN 15,618
78 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 27,200 NUMBER 177 50th 29,800 75th 33,200 MEAN 30,371	25th 23,000 NUMBER 332 50th 24,500 75th 26,700 MEAN 24,910	25th 20,000 NUMBER 181 50th 21,300 75th 22,600 MEAN 21,450	25th 20,500 NUMBER 7 50th 23,700 75th 26,000 MEAN 22,618
	FACULTY WITHOUT DOCTORATE	25th 25,500 NUMBER 45 50th 27,600 75th 31,400 MEAN 28,531	25th 20,700 NUMBER 357 50th 22,700 75th 24,800 MEAN 22,917	25th 17,400 NUMBER 1408 50th 18,600 75th 20,000 MEAN 18,795	25th 14,700 NUMBER 1040 50th 15,800 75th 17,000 MEAN 15,901
17 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 26,700 NUMBER 32 50th 29,800 75th 33,100 MEAN 29,893	25th 23,800 NUMBER 66 50th 24,900 75th 27,000 MEAN 25,303	25th 18,200 NUMBER 49 50th 20,200 75th 21,500 MEAN 20,026	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 25,100 NUMBER 8 50th 32,500 75th 33,000 MEAN 30,124	25th 20,600 NUMBER 86 50th 22,800 75th 25,300 MEAN 23,068	25th 16,600 NUMBER 256 50th 18,300 75th 20,100 MEAN 18,556	25th 14,000 NUMBER 159 50th 15,300 75th 16,400 MEAN 15,314
28 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 22,900 NUMBER 20 50th 25,500 75th 29,000 MEAN 25,469	25th 20,000 NUMBER 41 50th 22,300 75th 26,100 MEAN 22,974	25th 17,300 NUMBER 40 50th 19,200 75th 22,000 MEAN 19,773	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 19,100 NUMBER 13 50th 22,000 75th 25,000 MEAN 22,382	25th 17,900 NUMBER 116 50th 19,300 75th 21,300 MEAN 19,850	25th 15,400 NUMBER 372 50th 16,500 75th 17,900 MEAN 16,728	25th 13,500 NUMBER 265 50th 14,900 75th 15,800 MEAN 14,689

TABLE A14

SCHOOLS WITH 100 OR MORE FULL-TIME MASTER'S STUDENTS — ACADEMIC YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
21 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 27,200 NUMBER 106 50th 29,200 75th 33,000 MEAN 30,132	25th 23,100 NUMBER 194 50th 24,500 75th 26,500 MEAN 24,964	25th 19,300 NUMBER 108 50th 20,700 75th 22,400 MEAN 20,914	25th 19,300 NUMBER 9 50th 23,300 75th 24,600 MEAN 21,977
	FACULTY WITHOUT DOCTORATE	25th 25,800 NUMBER 19 50th 27,500 75th 31,900 MEAN 28,401	25th 20,700 NUMBER 158 50th 22,000 75th 24,100 MEAN 22,519	25th 17,100 NUMBER 526 50th 18,400 75th 20,000 MEAN 18,710	25th 15,000 NUMBER 475 50th 15,700 75th 16,800 MEAN 16,089
12 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 27,300 NUMBER 89 50th 29,100 75th 33,000 MEAN 30,274	25th 23,100 NUMBER 141 50th 24,400 75th 26,200 MEAN 24,728	25th 19,400 NUMBER 70 50th 20,500 75th 22,100 MEAN 20,919	25th 20,700 NUMBER 7 50th 23,700 75th 25,000 MEAN 23,299
	FACULTY WITHOUT DOCTORATE	25th 26,600 NUMBER 15 50th 27,500 75th 30,300 MEAN 28,622	25th 20,500 NUMBER 125 50th 22,000 75th 24,100 MEAN 22,511	25th 17,400 NUMBER 391 50th 18,500 75th 20,000 MEAN 18,758	25th 14,900 NUMBER 290 50th 15,600 75th 16,900 MEAN 15,977
6 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 27,900 NUMBER 10 50th 32,200 75th 35,000 MEAN 31,885	25th 24,500 NUMBER 39 50th 26,000 75th 28,700 MEAN 26,652	25th 20,600 NUMBER 25 50th 22,200 75th 23,500 MEAN 22,171	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 29,420	25th 20,900 NUMBER 14 50th 23,200 75th 24,700 MEAN 23,282	25th 17,800 NUMBER 81 50th 19,000 75th 21,300 MEAN 19,353	25th 15,300 NUMBER 139 50th 16,200 75th 17,100 MEAN 16,520
3 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 22,200 NUMBER 7 50th 26,600 75th 29,500 MEAN 25,836	25th 21,400 NUMBER 14 50th 22,100 75th 23,600 MEAN 22,631	25th 16,800 NUMBER 13 50th 18,100 75th 20,000 MEAN 18,470	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 20,500 NUMBER 19 50th 21,600 75th 23,200 MEAN 22,015	25th 16,300 NUMBER 54 50th 16,800 75th 18,000 MEAN 17,393	25th 15,000 NUMBER 46 50th 15,500 75th 15,800 MEAN 15,489

TABLE A15

SCHOOLS WITH STUDENTS in DOCTORAL PROGRAMS IN NURSING

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
22 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 27,900 NUMBER 113 50th 29,800 75th 33,400 MEAN 30,967	25th 23,400 NUMBER 237 50th 24,800 75th 26,900 MEAN 25,279	25th 19,100 NUMBER 137 50th 20,500 75th 22,100 MEAN 20,847	25th 19,300 NUMBER 9 50th 23,300 75th 24,600 MEAN 22,144
	FACULTY WITHOUT DOCTORATE	25th 26,600 NUMBER 19 50th 27,600 75th 31,900 MEAN 28,749	25th 20,900 NUMBER 136 50th 22,700 75th 24,800 MEAN 23,090	25th 17,400 NUMBER 579 50th 18,400 75th 20,000 MEAN 18,801	25th 15,000 NUMBER 565 50th 16,000 75th 17,200 MEAN 16,277
13 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 27,800 NUMBER 87 50th 29,700 75th 33,000 MEAN 30,694	25th 23,100 NUMBER 164 50th 24,500 75th 26,400 MEAN 24,807	25th 19,200 NUMBER 86 50th 20,500 75th 22,100 MEAN 20,951	25th 20,500 NUMBER 8 50th 23,500 75th 24,800 MEAN 22,637
	FACULTY WITHOUT DOCTORATE	25th 26,600 NUMBER 16 50th 27,500 75th 30,100 MEAN 28,623	25th 20,900 NUMBER 115 50th 22,700 75th 24,800 MEAN 23,072	25th 17,500 NUMBER 409 50th 18,400 75th 19,900 MEAN 18,758	25th 14,700 NUMBER 328 50th 15,700 75th 17,100 MEAN 15,994
8 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 28,700 NUMBER 25 50th 31,700 75th 34,800 MEAN 32,187	25th 24,100 NUMBER 71 50th 26,000 75th 28,600 MEAN 26,456	25th 19,000 NUMBER 40 50th 20,900 75th 22,700 MEAN 21,322	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 29,420	25th 20,800 NUMBER 20 50th 22,700 75th 25,600 MEAN 23,268	25th 17,600 NUMBER 140 50th 18,700 75th 21,300 MEAN 19,320	25th 15,500 NUMBER 231 50th 16,200 75th 17,500 MEAN 16,696
1 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th NUMBER 2 50th 75th MEAN	25th 16,500 NUMBER 11 50th 17,900 75th 20,000 MEAN 18,307	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th NUMBER 1 50th 75th MEAN	25th 16,000 NUMBER 30 50th 16,500 75th 17,500 MEAN 16,970	25th 15,400 NUMBER 6 50th 15,500 75th 16,000 MEAN 15,612

TABLE B1

ALL SCHOOLS — ALL REGIONS — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
230 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 32,500 NUMBER 333 50th 35,800 75th 39,700 MEAN 36,191	25th 27,700 NUMBER 622 50th 29,900 75th 32,500 MEAN 30,188	25th 23,700 NUMBER 349 50th 25,600 75th 27,400 MEAN 25,669	25th 22,100 NUMBER 16 50th 25,900 75th 30,300 MEAN 26,188
	FACULTY WITHOUT DOCTORATE	25th 28,000 NUMBER 105 50th 32,900 75th 37,000 MEAN 32,817	25th 24,200 NUMBER 846 50th 26,700 75th 29,500 MEAN 27,028	25th 20,700 NUMBER 3030 50th 22,200 75th 24,100 MEAN 22,479	25th 17,700 NUMBER 2198 50th 19,200 75th 20,600 MEAN 19,277
140 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 32,900 NUMBER 259 50th 35,800 75th 40,000 MEAN 36,484	25th 28,000 NUMBER 437 50th 29,900 75th 32,400 MEAN 30,256	25th 24,100 NUMBER 231 50th 25,700 75th 27,500 MEAN 26,032	25th 25,100 NUMBER 13 50th 28,500 75th 30,900 MEAN 27,502
	FACULTY WITHOUT DOCTORATE	25th 29,600 NUMBER 79 50th 33,300 75th 38,400 MEAN 33,654	25th 25,000 NUMBER 580 50th 27,100 75th 29,900 MEAN 27,616	25th 21,200 NUMBER 2063 50th 22,600 75th 24,300 MEAN 22,884	25th 17,900 NUMBER 1415 50th 19,300 75th 20,800 MEAN 19,470
34 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 33,600 NUMBER 47 50th 36,900 75th 41,000 MEAN 37,639	25th 29,000 NUMBER 121 50th 30,600 75th 33,200 MEAN 31,337	25th 23,000 NUMBER 72 50th 25,400 75th 27,400 MEAN 25,546	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 30,600 NUMBER 8 50th 39,700 75th 40,400 MEAN 36,818	25th 24,900 NUMBER 115 50th 27,300 75th 30,700 MEAN 27,880	25th 20,600 NUMBER 421 50th 22,400 75th 24,600 MEAN 22,871	25th 18,400 NUMBER 401 50th 19,500 75th 20,900 MEAN 19,804
56 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 27,100 NUMBER 27 50th 31,900 75th 35,400 MEAN 30,856	25th 24,500 NUMBER 64 50th 27,100 75th 29,800 MEAN 27,555	25th 21,200 NUMBER 46 50th 23,500 75th 26,800 MEAN 24,038	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 23,500 NUMBER 18 50th 26,900 75th 31,100 MEAN 27,367	25th 21,800 NUMBER 151 50th 23,700 75th 26,100 MEAN 24,123	25th 18,800 NUMBER 546 50th 20,500 75th 22,200 MEAN 20,645	25th 16,600 NUMBER 382 50th 18,300 75th 19,400 MEAN 18,007

TABLE B2

SCHOOLS IN THE NORTH ATLANTIC STATES — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
63 PUBLIC AND PRIVATE SCHOOLS,	FACULTY WITH DOCTORATE	25th 32,800 NUMBER 68 50th 37,400 75th 40,700 MEAN 37,515	25th 27,800 NUMBER 145 50th 30,400 75th 33,200 MEAN 30,656	25th 22,700 NUMBER 132 50th 24,800 75th 26,700 MEAN 24,739	25th NUMBER 3 50th 75th MEAN 20,493
	FACULTY WITHOUT DOCTORATE	25th 32,500 NUMBER 11 50th 36,300 75th 40,000 MEAN 35,228	25th 25,300 NUMBER 176 50th 28,000 75th 30,600 MEAN 28,335	25th 20,200 NUMBER 630 50th 22,100 75th 24,400 MEAN 22,439	25th 17,800 NUMBER 597 50th 19,000 75th 20,300 MEAN 19,143
24 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 32,800 NUMBER 33 50th 38,200 75th 41,400 MEAN 38,262	25th 28,300 NUMBER 40 50th 31,400 75th 36,200 MEAN 31,921	25th 24,100 NUMBER 46 50th 25,500 75th 26,700 MEAN 25,527	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 26,800 NUMBER 58 50th 28,600 75th 31,600 MEAN 29,158	25th 21,400 NUMBER 199 50th 22,900 75th 25,300 MEAN 23,461	25th 18,300 NUMBER 213 50th 19,600 75th 21,200 MEAN 19,714
25 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 33,900 NUMBER 28 50th 38,300 75th 40,800 MEAN 37,773	25th 29,000 NUMBER 82 50th 30,600 75th 32,800 MEAN 31,045	25th 22,500 NUMBER 57 50th 25,100 75th 27,100 MEAN 25,096	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 34,900 NUMBER 6 50th 39,700 75th 40,300 MEAN 37,607	25th 26,100 NUMBER 75 50th 29,300 75th 32,600 MEAN 29,293	25th 20,700 NUMBER 270 50th 22,600 75th 24,500 MEAN 22,823	25th 18,200 NUMBER 256 50th 19,100 75th 20,300 MEAN 19,273
14 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 29,600 NUMBER 7 50th 31,900 75th 37,900 MEAN 32,958	25th 24,400 NUMBER 23 50th 27,100 75th 30,000 MEAN 27,068	25th 20,800 NUMBER 29 50th 22,600 75th 24,800 MEAN 22,790	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 31,571	25th 23,500 NUMBER 43 50th 25,100 75th 27,300 MEAN 25,552	25th 18,500 NUMBER 161 50th 20,500 75th 22,000 MEAN 20,533	25th 17,100 NUMBER 128 50th 18,200 75th 19,100 MEAN 17,931

TABLE B3

SCHOOLS IN THE MIDWESTERN STATES — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
69 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 32,100 NUMBER 81 50th 35,800 75th 40,100 MEAN 36,397	25th 28,800 NUMBER 197 50th 30,500 75th 32,900 MEAN 30,711	25th 25,100 NUMBER 95 50th 27,000 75th 29,000 MEAN 27,170	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 26,300 NUMBER 34 50th 28,900 75th 33,700 MEAN 30,176	25th 23,500 NUMBER 236 50th 26,200 75th 29,000 MEAN 26,229	25th 20,600 NUMBER 954 50th 22,100 75th 24,100 MEAN 22,420	25th 17,700 NUMBER 734 50th 19,400 75th 20,800 MEAN 19,046
36 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 32,300 NUMBER 65 50th 35,600 75th 40,100 MEAN 36,495	25th 29,000 NUMBER 155 50th 30,500 75th 32,600 MEAN 30,649	25th 25,200 NUMBER 73 50th 26,900 75th 28,900 MEAN 27,011	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 27,200 NUMBER 23 50th 32,700 75th 34,700 MEAN 32,291	25th 25,300 NUMBER 154 50th 27,200 75th 29,700 MEAN 27,514	25th 21,200 NUMBER 615 50th 22,700 75th 24,600 MEAN 22,980	25th 17,800 NUMBER 444 50th 19,300 75th 20,800 MEAN 19,332
4 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 35,900 NUMBER 8 50th 40,200 75th 48,800 MEAN 41,731	25th 29,400 NUMBER 20 50th 33,000 75th 35,700 MEAN 32,884	25th 26,200 NUMBER 8 50th 29,600 75th 34,500 MEAN 29,941	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th 24,100 NUMBER 7 50th 25,800 75th 32,000 MEAN 27,535	25th 21,800 NUMBER 74 50th 23,500 75th 27,000 MEAN 24,454	25th 19,900 NUMBER 110 50th 20,800 75th 22,900 MEAN 21,529
29 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 22,600 NUMBER 8 50th 31,200 75th 36,700 MEAN 30,270	25th 26,000 NUMBER 22 50th 28,200 75th 32,700 MEAN 29,172	25th 21,900 NUMBER 14 50th 27,700 75th 28,900 MEAN 26,413	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 22,900 NUMBER 11 50th 26,500 75th 28,000 MEAN 25,754	25th 20,800 NUMBER 75 50th 23,300 75th 25,400 MEAN 23,470	25th 18,900 NUMBER 285 50th 20,600 75th 22,000 MEAN 20,552	25th 16,800 NUMBER 180 50th 18,300 75th 19,600 MEAN 18,046

TABLE B4

SCHOOLS IN THE SOUTHERN STATES — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
77 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 31,300 NUMBER 119 50th 34,900 75th 38,500 MEAN 35,056	25th 27,300 NUMBER 207 50th 29,500 75th 31,400 MEAN 29,700	25th 23,700 NUMBER 71 50th 25,700 75th 27,100 MEAN 25,712	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 26,900 NUMBER 30 50th 30,700 75th 33,100 MEAN 30,617	25th 24,100 NUMBER 308 50th 26,000 75th 28,600 MEAN 26,676	25th 20,800 NUMBER 1118 50th 22,300 75th 23,800 MEAN 22,475	25th 17,700 NUMBER 616 50th 19,100 75th 20,400 MEAN 19,050
63 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 31,700 NUMBER 103 50th 35,000 75th 38,500 MEAN 35,396	25th 27,500 NUMBER 174 50th 29,600 75th 31,500 MEAN 29,854	25th 23,500 NUMBER 63 50th 25,700 75th 27,600 MEAN 25,900	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 27,900 NUMBER 27 50th 30,700 75th 33,100 MEAN 30,470	25th 24,400 NUMBER 261 50th 26,600 75th 29,000 MEAN 27,025	25th 21,000 NUMBER 966 50th 22,500 75th 24,000 MEAN 22,684	25th 17,800 NUMBER 532 50th 19,200 75th 20,500 MEAN 19,174
5 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 30,000 NUMBER 11 50th 33,700 75th 41,000 MEAN 34,323	25th 28,500 NUMBER 19 50th 29,700 75th 34,000 MEAN 30,970	25th 24,000 NUMBER 7 50th 25,300 75th 26,200 MEAN 24,188	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 22,600 NUMBER 33 50th 25,000 75th 26,000 MEAN 24,741	25th 19,700 NUMBER 77 50th 20,900 75th 23,200 MEAN 21,516	25th 16,700 NUMBER 35 50th 18,600 75th 19,600 MEAN 18,271
9 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 24,800 NUMBER 5 50th 30,300 75th 34,300 MEAN 29,684	25th 24,700 NUMBER 14 50th 26,500 75th 28,100 MEAN 26,061	25th NUMBER 1 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 22,600 NUMBER 14 50th 24,600 75th 25,500 MEAN 24,739	25th 18,600 NUMBER 75 50th 20,700 75th 23,000 MEAN 20,777	25th 17,300 NUMBER 49 50th 18,300 75th 19,200 MEAN 18,256

TABLE B5

SCHOOLS IN THE WESTERN STATES — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
21 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 33,300 NUMBER 65 50th 36,400 75th 40,300 MEAN 36,626	25th 26,900 NUMBER 73 50th 29,100 75th 31,300 MEAN 29,234	25th 23,800 NUMBER 51 50th 25,300 75th 26,300 MEAN 25,220	25th 25,200 NUMBER 12 50th 28,800 75th 31,100 MEAN 28,169
	FACULTY WITHOUT DOCTORATE	25th 33,700 NUMBER 30 50th 37,600 75th 42,100 MEAN 37,126	25th 24,000 NUMBER 126 50th 27,300 75th 30,300 MEAN 27,561	25th 21,000 NUMBER 328 50th 22,700 75th 24,100 MEAN 22,738	25th 18,200 NUMBER 251 50th 19,200 75th 21,500 MEAN 19,950
17 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 33,800 NUMBER 58 50th 36,800 75th 40,500 MEAN 37,394	25th 26,900 NUMBER 68 50th 29,200 75th 31,700 MEAN 29,408	25th 23,800 NUMBER 49 50th 25,300 75th 26,300 MEAN 25,219	25th 25,200 NUMBER 12 50th 28,800 75th 31,100 MEAN 28,169
	FACULTY WITHOUT DOCTORATE	25th 34,700 NUMBER 28 50th 38,400 75th 42,100 MEAN 37,774	25th 25,600 NUMBER 107 50th 28,400 75th 30,500 MEAN 28,368	25th 21,500 NUMBER 283 50th 22,800 75th 24,100 MEAN 22,954	25th 18,200 NUMBER 226 50th 19,300 75th 21,900 MEAN 20,208
0 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN
4 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 23,400 NUMBER 7 50th 32,500 75th 34,100 MEAN 30,261	25th 23,700 NUMBER 5 50th 27,000 75th 29,900 MEAN 26,863	25th NUMBER 2 50th 75th MEAN	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 21,800 NUMBER 19 50th 21,800 75th 23,400 MEAN 23,016	25th 19,300 NUMBER 45 50th 19,300 75th 25,400 MEAN 21,379	25th 16,100 NUMBER 25 50th 16,500 75th 18,800 MEAN 17,618

TABLE B6

SCHOOLS IN UNIVERSITIES -- CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
175 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 32,600 NUMBER 318 50th 35,800 75th 40,000 MEAN 36,304	25th 28,000 NUMBER 576 50th 30,000 75th 32,500 MEAN 30,404	25th 23,900 NUMBER 324 50th 25,700 75th 27,500 MEAN 25,825	25th 22,100 NUMBER 16 50th 25,900 75th 30,300 MEAN 26,188
	FACULTY WITHOUT DOCTORATE	25th 28,200 NUMBER 97 50th 32,900 75th 36,900 MEAN 32,890	25th 24,500 NUMBER 747 50th 26,900 75th 29,900 MEAN 27,279	25th 20,800 NUMBER 2586 50th 22,500 75th 24,300 MEAN 22,728	25th 18,000 NUMBER 1886 50th 19,300 75th 20,800 MEAN 19,466
125 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 32,900 NUMBER 249 50th 36,000 75th 40,000 MEAN 36,537	25th 28,100 NUMBER 415 50th 29,900 75th 32,400 MEAN 30,299	25th 24,100 NUMBER 222 50th 25,700 75th 27,500 MEAN 26,031	25th 25,100 NUMBER 13 50th 28,500 75th 30,900 MEAN 27,502
	FACULTY WITHOUT DOCTORATE	25th 29,400 NUMBER 77 50th 33,300 75th 37,700 MEAN 33,574	25th 25,100 NUMBER 536 50th 27,300 75th 30,100 MEAN 27,704	25th 21,200 NUMBER 1900 50th 22,600 75th 24,300 MEAN 22,902	25th 17,900 NUMBER 1301 50th 19,300 75th 20,800 MEAN 19,469
24 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 33,600 NUMBER 43 50th 37,800 75th 41,000 MEAN 38,009	25th 29,200 NUMBER 111 50th 30,900 75th 33,400 MEAN 31,631	25th 23,900 NUMBER 61 50th 25,700 75th 27,500 MEAN 26,084	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 27,900 NUMBER 6 50th 38,300 75th 40,700 MEAN 35,644	25th 25,000 NUMBER 100 50th 27,600 75th 31,000 MEAN 28,083	25th 20,900 NUMBER 355 50th 22,800 75th 25,100 MEAN 23,141	25th 18,600 NUMBER 359 50th 19,700 75th 21,000 MEAN 20,047
26 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 27,600 NUMBER 26 50th 31,900 75th 35,600 MEAN 31,252	25th 26,100 NUMBER 50 50th 28,000 75th 30,400 MEAN 28,544	25th 21,200 NUMBER 41 50th 24,100 75th 26,900 MEAN 24,325	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 25,400 NUMBER 14 50th 27,000 75th 31,100 MEAN 27,951	25th 22,000 NUMBER 111 50th 24,000 75th 26,600 MEAN 24,506	25th 19,400 NUMBER 331 50th 20,800 75th 23,200 MEAN 21,287	25th 17,300 NUMBER 226 50th 18,500 75th 19,600 MEAN 18,522

TABLE B7

SCHOOLS IN FOUR-YEAR COLLEGES — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
51 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 29,800 NUMBER 13 50th 34,200 75th 39,400 MEAN 33,339	25th 22,300 NUMBER 28 50th 25,900 75th 28,300 MEAN 25,834	25th 20,900 NUMBER 24 50th 23,100 75th 26,200 MEAN 23,427	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 22,600 NUMBER 6 50th 28,300 75th 40,300 MEAN 30,330	25th 21,300 NUMBER 63 50th 24,100 75th 26,200 MEAN 24,347	25th 18,400 NUMBER 345 50th 20,600 75th 22,100 MEAN 20,568	25th 16,500 NUMBER 269 50th 18,200 75th 19,800 MEAN 18,041
11 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 30,300 NUMBER 8 50th 33,700 75th 39,600 MEAN 34,772	25th NUMBER 4 50th 75th MEAN 26,571	25th 24,800 NUMBER 8 50th 26,000 75th 26,800 MEAN 25,713	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th 24,100 NUMBER 8 50th 27,400 75th 28,400 MEAN 26,698	25th 21,300 NUMBER 64 50th 22,200 75th 24,300 MEAN 22,754	25th 18,300 NUMBER 71 50th 20,100 75th 21,200 MEAN 19,942
10 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 4 50th 75th MEAN 33,670	25th 26,900 NUMBER 10 50th 27,900 75th 30,100 MEAN 28,077	25th 19,600 NUMBER 11 50th 22,900 75th 24,400 MEAN 22,558	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 2 50th 75th MEAN	25th 24,000 NUMBER 15 50th 25,500 75th 29,800 MEAN 26,523	25th 19,600 NUMBER 66 50th 20,800 75th 22,500 MEAN 21,414	25th 16,400 NUMBER 42 50th 17,200 75th 19,400 MEAN 17,727
30 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 21,200 NUMBER 14 50th 23,100 75th 26,100 MEAN 24,022	25th 20,800 NUMBER 5 50th 21,400 75th 22,700 MEAN 21,681	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 4 50th 75th MEAN 25,324	25th 20,400 NUMBER 40 50th 22,900 75th 24,800 MEAN 23,060	25th 17,900 NUMBER 215 50th 19,500 75th 21,500 MEAN 19,658	25th 15,400 NUMBER 156 50th 17,400 75th 18,900 MEAN 17,261

TABLE B8

SCHOOLS IN ACADEMIC MEDICAL/HEALTH SCIENCE CENTERS — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
73 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 32,700 NUMBER 222 50th 35,700 75th 39,200 MEAN 36,036	25th 28,100 NUMBER 374 50th 30,000 75th 32,700 MEAN 30,536	25th 24,400 NUMBER 204 50th 26,200 75th 28,100 MEAN 26,310	25th 22,200 NUMBER 10 50th 26,900 75th 29,900 MEAN 26,308
	FACULTY WITHOUT DOCTORATE	25th 28,200 NUMBER 46 50th 31,800 75th 34,800 MEAN 32,282	25th 24,300 NUMBER 428 50th 26,500 75th 29,000 MEAN 26,865	25th 21,000 NUMBER 1452 50th 22,600 75th 24,200 MEAN 22,751	25th 18,000 NUMBER 1153 50th 19,200 75th 20,800 MEAN 19,509
51 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 32,800 NUMBER 182 50th 35,600 75th 38,900 MEAN 36,068	25th 28,100 NUMBER 271 50th 29,900 75th 32,300 MEAN 30,305	25th 24,100 NUMBER 144 50th 25,800 75th 27,800 MEAN 26,103	25th 23,500 NUMBER 9 50th 28,500 75th 30,100 MEAN 26,760
	FACULTY WITHOUT DOCTORATE	25th 30,300 NUMBER 36 50th 32,700 75th 34,700 MEAN 32,642	25th 24,900 NUMBER 341 50th 26,700 75th 29,100 MEAN 27,215	25th 21,200 NUMBER 1064 50th 22,600 75th 24,100 MEAN 22,783	25th 17,800 NUMBER 744 50th 19,000 75th 20,600 MEAN 19,275
14 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 33,600 NUMBER 31 50th 36,000 75th 42,300 MEAN 38,053	25th 29,000 NUMBER 81 50th 31,300 75th 34,800 MEAN 31,905	25th 24,900 NUMBER 45 50th 26,400 75th 28,800 MEAN 26,862	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 27,300 NUMBER 5 50th 39,500 75th 41,400 MEAN 35,356	25th 24,100 NUMBER 57 50th 25,900 75th 29,600 MEAN 26,896	25th 21,400 NUMBER 254 50th 23,100 75th 25,700 MEAN 23,534	25th 18,900 NUMBER 305 50th 19,800 75th 21,400 MEAN 20,411
8 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 23,400 NUMBER 9 50th 27,100 75th 34,300 MEAN 28,444	25th 26,000 NUMBER 22 50th 27,600 75th 28,900 MEAN 28,337	25th 24,100 NUMBER 15 50th 26,800 75th 28,100 MEAN 26,645	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 25,600 NUMBER 5 50th 26,900 75th 27,500 MEAN 26,619	25th 21,800 NUMBER 30 50th 21,900 75th 23,400 MEAN 22,827	25th 19,300 NUMBER 134 50th 20,200 75th 23,200 MEAN 21,017	25th 17,100 NUMBER 104 50th 18,300 75th 20,200 MEAN 18,537

TABLE B9

SCHOOLS WHICH ARE AUTONOMOUS — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
155 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 32,500 NUMBER 289 50th 35,600 75th 39,500 MEAN 36,060	25th 27,900 NUMBER 530 50th 29,800 75th 32,500 MEAN 30,286	25th 23,800 NUMBER 287 50th 25,700 75th 27,500 MEAN 25,815	25th 21,100 NUMBER 13 50th 25,300 75th 29,400 MEAN 25,286
	FACULTY WITHOUT DOCTORATE	25th 28,100 NUMBER 84 50th 32,200 75th 36,100 MEAN 32,379	25th 24,300 NUMBER 719 50th 26,700 75th 29,300 MEAN 27,009	25th 20,800 NUMBER 2449 50th 22,400 75th 24,200 MEAN 22,593	25th 18,000 NUMBER 1708 50th 19,200 75th 20,600 MEAN 19,367
102 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 32,900 NUMBER 225 50th 35,700 75th 40,000 MEAN 36,467	25th 28,000 NUMBER 387 50th 29,900 75th 32,400 MEAN 30,268	25th 24,100 NUMBER 204 50th 25,700 75th 27,600 MEAN 26,034	25th 24,300 NUMBER 10 50th 27,500 75th 29,900 MEAN 26,724
	FACULTY WITHOUT DOCTORATE	25th 29,700 NUMBER 64 50th 32,900 75th 36,500 MEAN 33,264	25th 25,000 NUMBER 512 50th 27,000 75th 29,500 MEAN 27,525	25th 21,200 NUMBER 1765 50th 22,600 75th 24,200 MEAN 22,866	25th 18,000 NUMBER 1131 50th 19,200 75th 20,700 MEAN 19,399
19 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 33,600 NUMBER 37 50th 36,000 75th 41,000 MEAN 37,383	25th 29,000 NUMBER 92 50th 30,500 75th 34,100 MEAN 31,608	25th 23,900 NUMBER 41 50th 26,200 75th 28,400 MEAN 26,338	25th NUMBER 2 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 27,300 NUMBER 5 50th 39,500 75th 41,400 MEAN 35,356	25th 25,200 NUMBER 88 50th 27,700 75th 31,300 MEAN 28,120	25th 20,800 NUMBER 315 50th 22,600 75th 24,600 MEAN 22,872	25th 18,700 NUMBER 316 50th 19,600 75th 20,900 MEAN 20,048
34 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 27,100 NUMBER 27 50th 31,900 75th 35,400 MEAN 30,856	25th 24,800 NUMBER 51 50th 27,800 75th 30,000 MEAN 28,039	25th 21,200 NUMBER 42 50th 24,000 75th 26,900 MEAN 24,241	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 24,800 NUMBER 15 50th 26,900 75th 30,600 MEAN 27,612	25th 21,800 NUMBER 119 50th 23,500 75th 26,100 MEAN 23,967	25th 19,300 NUMBER 369 50th 20,700 75th 22,700 MEAN 21,044	25th 17,200 NUMBER 261 50th 18,500 75th 19,600 MEAN 18,403

TABLE B10

SCHOOLS WHICH ARE NON-AUTONOMOUS — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
75 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 32,800 NUMBER 44 50th 38,300 75th 40,500 MEAN 37,051	25th 27,100 NUMBER 92 50th 30,100 75th 32,100 MEAN 29,627	25th 22,500 NUMBER 62 50th 25,200 75th 26,700 MEAN 24,994	25th NUMBER 3 50th 75th MEAN 30,096
	FACULTY WITHOUT DOCTORATE	25th 26,900 NUMBER 21 50th 37,100 75th 40,300 MEAN 34,569	25th 24,000 NUMBER 127 50th 26,900 75th 30,200 MEAN 27,140	25th 19,600 NUMBER 581 50th 21,800 75th 24,100 MEAN 21,999	25th 17,000 NUMBER 490 50th 18,800 75th 20,800 MEAN 18,962
38 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 31,200 NUMBER 34 50th 37,400 75th 40,200 MEAN 36,599	25th 27,800 NUMBER 50 50th 30,100 75th 32,400 MEAN 30,164	25th 24,600 NUMBER 27 50th 26,000 75th 27,400 MEAN 26,021	25th NUMBER 3 50th 75th MEAN 30,096
	FACULTY WITHOUT DOCTORATE	25th 27,200 NUMBER 15 50th 38,400 75th 42,100 MEAN 35,317	25th 25,400 NUMBER 68 50th 28,800 75th 30,300 MEAN 28,302	25th 21,300 NUMBER 298 50th 22,600 75th 25,100 MEAN 22,989	25th 17,800 NUMBER 284 50th 19,600 75th 21,200 MEAN 19,752
15 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 34,200 NUMBER 10 50th 39,100 75th 43,200 MEAN 38,588	25th 28,800 NUMBER 29 50th 30,600 75th 32,100 MEAN 30,479	25th 22,100 NUMBER 31 50th 24,400 75th 26,600 MEAN 24,497	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 39,256	25th 24,300 NUMBER 27 50th 26,100 75th 29,800 MEAN 27,097	25th 20,300 NUMBER 106 50th 22,200 75th 24,600 MEAN 22,867	25th 17,100 NUMBER 85 50th 18,700 75th 21,200 MEAN 18,899
22 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th 21,800 NUMBER 13 50th 25,000 75th 28,000 MEAN 25,657	25th NUMBER 4 50th 75th MEAN 21,907	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 26,144	25th 21,600 NUMBER 32 50th 24,100 75th 26,900 MEAN 24,707	25th 18,000 NUMBER 177 50th 19,600 75th 21,500 MEAN 19,813	25th 15,300 NUMBER 121 50th 17,100 75th 18,700 MEAN 17,153

TABLE B11

SCHOOLS WITH BACCALAUREATE PROGRAMS ONLY — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
110 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 30,100 NUMBER 29 50th 33,100 75th 38,100 MEAN 33,708	25th 24,800 NUMBER 64 50th 27,600 75th 29,600 MEAN 27,355	25th 21,600 NUMBER 44 50th 23,400 75th 25,900 MEAN 24,043	25th NUMBER 4 50th 75th MEAN 27,640
	FACULTY WITHOUT DOCTORATE	25th 23,700 NUMBER 26 50th 29,400 75th 35,300 MEAN 31,321	25th 23,200 NUMBER 200 50th 26,400 75th 29,700 MEAN 26,565	25th 19,800 NUMBER 929 50th 21,500 75th 23,400 MEAN 21,698	25th 17,100 NUMBER 525 50th 18,600 75th 20,200 MEAN 18,629
56 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 30,900 NUMBER 18 50th 33,700 75th 38,400 MEAN 34,763	25th 27,000 NUMBER 33 50th 28,900 75th 31,600 MEAN 28,953	25th 23,000 NUMBER 22 50th 25,300 75th 26,600 MEAN 25,203	25th NUMBER 3 50th 75th MEAN 30,497
	FACULTY WITHOUT DOCTORATE	25th 26,900 NUMBER 18 50th 33,800 75th 42,100 MEAN 33,798	25th 24,600 NUMBER 100 50th 27,300 75th 29,700 MEAN 27,477	25th 20,800 NUMBER 490 50th 22,200 75th 24,000 MEAN 22,621	25th 18,000 NUMBER 132 50th 19,900 75th 21,100 MEAN 19,726
14 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 3 50th 75th MEAN 35,536	25th 26,400 NUMBER 10 50th 28,300 75th 30,100 MEAN 28,043	25th 20,500 NUMBER 10 50th 22,800 75th 23,500 MEAN 22,126	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 25,500 NUMBER 35 50th 30,000 75th 33,900 MEAN 29,564	25th 19,700 NUMBER 111 50th 20,900 75th 23,200 MEAN 21,784	25th 17,000 NUMBER 63 50th 18,200 75th 19,200 MEAN 18,053
40 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 22,600 NUMBER 8 50th 31,400 75th 37,100 MEAN 30,650	25th 22,100 NUMBER 21 50th 24,600 75th 26,900 MEAN 24,518	25th 20,900 NUMBER 12 50th 22,600 75th 24,400 MEAN 23,515	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 21,800 NUMBER 7 50th 22,900 75th 25,600 MEAN 24,130	25th 20,800 NUMBER 65 50th 23,200 75th 25,700 MEAN 23,548	25th 18,200 NUMBER 328 50th 20,400 75th 22,000 MEAN 20,290	25th 15,900 NUMBER 210 50th 17,700 75th 18,900 MEAN 17,484

TABLE B12

SCHOOLS WITH LESS THAN 250 FULL-TIME BACCALAUREATE STUDENTS — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
102 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 32,500 NUMBER 104 50th 35,200 75th 38,200 MEAN 35,476	25th 27,100 NUMBER 172 50th 29,400 75th 32,000 MEAN 29,855	25th 23,900 NUMBER 72 50th 25,300 75th 27,700 MEAN 25,908	25th 22,200 NUMBER 7 50th 26,400 75th 30,500 MEAN 26,608
	FACULTY WITHOUT DOCTORATE	25th 26,700 NUMBER 39 50th 30,900 75th 36,600 MEAN 31,447	25th 24,100 NUMBER 282 50th 26,100 75th 28,500 MEAN 26,480	25th 20,800 NUMBER 965 50th 22,100 75th 24,000 MEAN 22,474	25th 18,100 NUMBER 712 50th 19,500 75th 20,900 MEAN 19,651
60 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 31,900 NUMBER 82 50th 35,000 75th 37,900 MEAN 35,110	25th 27,300 NUMBER 105 50th 29,500 75th 31,700 MEAN 29,656	25th 23,800 NUMBER 50 50th 25,100 75th 26,500 MEAN 25,365	25th 24,500 NUMBER 6 50th 27,500 75th 30,700 MEAN 27,335
	FACULTY WITHOUT DOCTORATE	25th 26,800 NUMBER 34 50th 31,300 75th 36,800 MEAN 32,042	25th 24,500 NUMBER 222 50th 26,700 75th 28,700 MEAN 26,959	25th 21,100 NUMBER 649 50th 22,400 75th 24,000 MEAN 22,692	25th 17,700 NUMBER 375 50th 19,600 75th 21,000 MEAN 19,570
15 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 34,200 NUMBER 15 50th 38,200 75th 47,300 MEAN 39,992	25th 28,700 NUMBER 44 50th 31,300 75th 34,500 MEAN 32,021	25th 26,200 NUMBER 16 50th 27,800 75th 29,900 MEAN 28,625	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th 24,100 NUMBER 25 50th 25,300 75th 27,600 MEAN 26,160	25th 20,800 NUMBER 145 50th 22,200 75th 24,700 MEAN 23,099	25th 19,000 NUMBER 220 50th 20,000 75th 21,500 MEAN 20,601
27 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 22,500 NUMBER 7 50th 32,600 75th 36,000 MEAN 30,077	25th 25,000 NUMBER 23 50th 26,800 75th 28,300 MEAN 26,622	25th 20,800 NUMBER 6 50th 23,000 75th 25,200 MEAN 23,180	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 23,300 NUMBER 5 50th 26,900 75th 31,700 MEAN 27,396	25th 19,700 NUMBER 35 50th 24,000 75th 26,900 MEAN 23,667	25th 18,900 NUMBER 171 50th 21,300 75th 22,900 MEAN 21,119	25th 16,900 NUMBER 117 50th 18,300 75th 19,600 MEAN 18,127

TABLE B13

SCHOOLS WITH 250 OR MORE FULL-TIME BACCALAUREATE STUDENTS — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
123 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 32,600 NUMBER 229 50th 35,900 75th 40,200 MEAN 36,516	25th 28,000 NUMBER 439 50th 30,000 75th 32,600 MEAN 30,297	25th 23,500 NUMBER 270 50th 25,600 75th 27,200 MEAN 25,597	25th 19,800 NUMBER 9 50th 25,200 75th 30,700 MEAN 25,861
	FACULTY WITHOUT DOCTORATE	25th 29,100 NUMBER 66 50th 33,500 75th 38,400 MEAN 33,627	25th 24,200 NUMBER 559 50th 26,900 75th 30,000 MEAN 27,261	25th 20,500 NUMBER 2036 50th 22,300 75th 24,100 MEAN 22,473	25th 17,700 NUMBER 1464 50th 18,900 75th 20,400 MEAN 19,088
78 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 33,200 NUMBER 177 50th 36,400 75th 40,500 MEAN 37,121	25th 28,100 NUMBER 332 50th 30,000 75th 32,600 MEAN 30,446	25th 24,400 NUMBER 181 50th 26,000 75th 27,600 MEAN 26,216	25th 25,000 NUMBER 7 50th 29,000 75th 31,800 MEAN 27,645
	FACULTY WITHOUT DOCTORATE	25th 31,200 NUMBER 45 50th 33,700 75th 38,400 MEAN 34,871	25th 25,300 NUMBER 357 50th 27,700 75th 30,300 MEAN 28,010	25th 21,300 NUMBER 1408 50th 22,700 75th 24,400 MEAN 22,972	25th 18,000 NUMBER 1040 50th 19,300 75th 20,800 MEAN 19,434
17 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 32,600 NUMBER 32 50th 36,500 75th 40,400 MEAN 36,536	25th 29,100 NUMBER 66 50th 30,500 75th 33,000 MEAN 30,926	25th 22,300 NUMBER 49 50th 24,700 75th 26,300 MEAN 24,477	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 30,600 NUMBER 8 50th 39,700 75th 40,400 MEAN 36,818	25th 25,100 NUMBER 86 50th 27,900 75th 30,900 MEAN 28,194	25th 20,300 NUMBER 256 50th 22,400 75th 24,600 MEAN 22,680	25th 17,100 NUMBER 159 50th 18,700 75th 20,100 MEAN 18,717
28 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 28,000 NUMBER 20 50th 31,100 75th 35,400 MEAN 31,129	25th 24,500 NUMBER 41 50th 27,300 75th 31,900 MEAN 28,079	25th 21,200 NUMBER 40 50th 23,500 75th 26,900 MEAN 24,167	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th 23,300 NUMBER 13 50th 26,900 75th 30,500 MEAN 27,356	25th 21,800 NUMBER 116 50th 23,600 75th 26,100 MEAN 24,261	25th 18,800 NUMBER 372 50th 20,200 75th 21,900 MEAN 20,445	25th 16,500 NUMBER 265 50th 18,200 75th 19,300 MEAN 17,953

TABLE B14

SCHOOLS WITH 100 OR MORE FULL-TIME MASTER'S STUDENTS — CALENDAR YEAR SALARIES

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
21 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 33,200 NUMBER 106 50th 35,700 75th 40,300 MEAN 36,829	25th 28,200 NUMBER 194 50th 30,000 75th 32,400 MEAN 30,511	25th 23,600 NUMBER 108 50th 25,200 75th 27,400 MEAN 25,562	25th 23,600 NUMBER 9 50th 28,500 75th 30,100 MEAN 26,861
	FACULTY WITHOUT DOCTORATE	25th 31,500 NUMBER 19 50th 33,600 75th 39,000 MEAN 34,712	25th 25,200 NUMBER 158 50th 26,900 75th 29,500 MEAN 27,524	25th 20,900 NUMBER 526 50th 22,500 75th 24,400 MEAN 22,867	25th 18,300 NUMBER 475 50th 19,200 75th 20,600 MEAN 19,664
12 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 33,400 NUMBER 89 50th 35,600 75th 40,300 MEAN 37,001	25th 28,300 NUMBER 141 50th 29,900 75th 32,100 MEAN 30,224	25th 23,700 NUMBER 70 50th 25,100 75th 27,000 MEAN 25,568	25th 25,300 NUMBER 7 50th 29,000 75th 30,500 MEAN 28,477
	FACULTY WITHOUT DOCTORATE	25th 32,500 NUMBER 15 50th 33,600 75th 37,000 MEAN 34,983	25th 25,100 NUMBER 125 50th 26,900 75th 29,500 MEAN 27,513	25th 21,200 NUMBER 391 50th 22,600 75th 24,400 MEAN 22,927	25th 18,200 NUMBER 290 50th 19,100 75th 20,700 MEAN 19,527
6 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 34,100 NUMBER 10 50th 39,400 75th 42,800 MEAN 38,970	25th 30,000 NUMBER 39 50th 31,800 75th 35,000 MEAN 32,575	25th 25,200 NUMBER 25 50th 27,100 75th 28,800 MEAN 27,097	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 35,957	25th 25,500 NUMBER 14 50th 28,300 75th 30,100 MEAN 28,455	25th 21,800 NUMBER 81 50th 23,300 75th 26,100 MEAN 23,653	25th 18,700 NUMBER 139 50th 19,800 75th 20,900 MEAN 20,191
3 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 27,100 NUMBER 7 50th 32,600 75th 36,000 MEAN 31,576	25th 26,100 NUMBER 14 50th 27,000 75th 28,800 MEAN 27,660	25th 20,500 NUMBER 13 50th 22,100 75th 24,500 MEAN 22,575	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th 25,100 NUMBER 19 50th 26,400 75th 28,400 MEAN 26,908	25th 20,000 NUMBER 54 50th 20,500 75th 22,000 MEAN 21,258	25th 18,300 NUMBER 46 50th 18,900 75th 19,300 MEAN 18,931

TABLE B15

SCHOOLS WITH STUDENTS in DOCTORAL PROGRAMS IN NURSING

	DEGREE LEVEL	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR
22 PUBLIC AND PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 34,100 NUMBER 113 50th 36,400 75th 40,800 MEAN 37,848	25th 28,600 NUMBER 237 50th 30,300 75th 32,900 MEAN 30,897	25th 23,400 NUMBER 137 50th 25,000 75th 27,000 MEAN 25,480	25th 23,600 NUMBER 9 50th 28,500 75th 30,100 MEAN 27,064
	FACULTY WITHOUT DOCTORATE	25th 32,500 NUMBER 19 50th 33,700 75th 39,000 MEAN 35,138	25th 25,500 NUMBER 136 50th 27,700 75th 30,300 MEAN 28,221	25th 21,200 NUMBER 579 50th 22,500 75th 24,500 MEAN 22,980	25th 18,300 NUMBER 565 50th 19,600 75th 21,000 MEAN 19,894
13 PUBLIC SCHOOLS	FACULTY WITH DOCTORATE	25th 34,000 NUMBER 87 50th 36,300 75th 40,300 MEAN 37,515	25th 28,300 NUMBER 164 50th 29,900 75th 32,300 MEAN 30,320	25th 23,500 NUMBER 86 50th 25,100 75th 27,000 MEAN 25,606	25th 25,100 NUMBER 8 50th 28,800 75th 30,300 MEAN 27,667
	FACULTY WITHOUT DOCTORATE	25th 32,600 NUMBER 16 50th 33,600 75th 36,800 MEAN 34,984	25th 25,600 NUMBER 115 50th 27,700 75th 30,300 MEAN 28,200	25th 21,300 NUMBER 409 50th 22,500 75th 24,400 MEAN 22,927	25th 18,000 NUMBER 328 50th 19,200 75th 20,900 MEAN 19,548
8 SECULAR PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th 35,000 NUMBER 25 50th 38,800 75th 42,500 MEAN 39,340	25th 29,400 NUMBER 71 50th 31,800 75th 35,000 MEAN 32,335	25th 23,300 NUMBER 40 50th 25,600 75th 27,700 MEAN 26,061	25th NUMBER 1 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 3 50th 75th MEAN 35,957	25th 25,400 NUMBER 20 50th 27,800 75th 31,300 MEAN 28,439	25th 21,500 NUMBER 140 50th 22,900 75th 26,000 MEAN 23,613	25th 19,000 NUMBER 231 50th 19,900 75th 21,400 MEAN 20,406
1 RELIGIOUS PRIVATE SCHOOLS	FACULTY WITH DOCTORATE	25th NUMBER 1 50th 75th MEAN	25th NUMBER 2 50th 75th MEAN	25th 20,200 NUMBER 11 50th 21,900 75th 24,400 MEAN 22,375	25th NUMBER 0 50th 75th MEAN
	FACULTY WITHOUT DOCTORATE	25th NUMBER 0 50th 75th MEAN	25th NUMBER 1 50th 75th MEAN	25th 19,500 NUMBER 30 50th 20,200 75th 21,400 MEAN 20,741	25th 18,800 NUMBER 6 50th 18,900 75th 19,600 MEAN 19,081

American Association of Colleges of Nursing
Eleven Dupont Circle • Suite 430 • Washington, D.C. 20036 • (202)332-1917,1918

aacn

1980 – 81 AACN SURVEY
INSTITUTIONAL DATA

Name of School _____

Address of School _____

1. Your institution is: (please check one)
   Public _____ Private (secular) _____ Private (religious) _____
2. Your school of nursing is part of an academic health center: yes _____ no _____ (See definition on reverse.)
3. Your school of nursing is part of: (please check one)
   A university _____ A four-year college _____
   Other _____ (Specify) _____
4. Administratively, your nursing program is: (please check one)
   An autonomous school or college (within the institutional structure) _____
   A department within another unit of the institution _____
5. The salary basis for nursing faculty is: (please check one)
   Academic year _____ Calendar year _____ Mixed _____ (See instructions on reverse.)
6. Number of nursing faculty: Full-time [ ][ ][ ] Part-time [ ][ ][ ] (See instructions on reverse.)
7. Academic programs offered:
   baccalaureate _____
   masters _____
   doctoral _____
   _____ If you have an associate degree program, check here and see instructions on reverse
8. In your school when does a generic student become a nursing student? (Please check one. Do not include prenursing students.) Freshman year _____ Sophomore year _____ Junior year _____
9. Enrollment and graduation data:
   Please leave no blanks. Fill unneeded blocks on the left with zeros

Count only nursing students in the spaces below.

	Full-time Students (Fall 1980)	Part-time Students (Fall 1980)	Graduations During 1979-80 Academic Year
Baccalaureate: Generic			
R.N.			
Graduate: Masters			
Doctoral			

Signature of Dean or Director _____

INSTRUCTIONS FOR INSTITUTIONAL DATA

2. Academic Health Center: As defined by the Association of Academic Health Centers (AAHC), an academic health center is "an institution that includes a school of medicine, a teaching hospital, and at least one additional health educational program" - in our case nursing. Each health school generally maintains separate identity and autonomy.

5. Salary Basis: If some faculty are paid on an academic year basis while others are paid for the calendar year, please check "mixed". It will not be necessary for you to do conversions this year, as system improvements will permit this to be done automatically by AACN.

6. Faculty: Full-time: Include all nurses with regular faculty appointments in your school even though their salaries may be paid from a number of funds.

   Part-time: Include all nurses who hold a faculty appointment and receive some compensation from the school of nursing but are not considered full-time faculty. Do not include adjunct faculty unless they receive some compensation as above. Please give the number of individuals - not FTE.

7. Associate degree programs: This survey is intended to collect data on programs at the level of the baccalaureate degree and higher degrees. If you also have an associate degree program, please do not include the associate degree students when answering the enrollment questions. Do not include faculty who teach only in the associate degree program.

8. Full-time or Part-time students: Please use your own institution's definition of these for both baccalaureate and graduate students.

American Association of Colleges of Nursing

Eleven Dupont Circle • Suite 430 • Washington, D.C. 20036 • (202) 332-1917, 1918

1980 – 81 AACN FACULTY SALARY SURVEY

School Name Nightingale University

Page 1 of 2 pages

This left hand section is optional, for school use only. Separate and discard, before returning to AACN, to insure confidentiality.

List All Full-time Nursing Faculty

NAMES	DEGREE LEVEL (Circle only one number)		FACULTY RANK (Circle only one number)				TENURE STATUS (Circle only one number)		SALARY BASIS (Circle only one number)		SALARY					Line Number
	Doctoral	Non-doctoral	Professor	Associate Professor	Assistant Professor	Instructor	Tenured	Not Tenured	Academic Year	Calendar Year						
Patricia Green	(1)	2	(1)	2	3	4	(1)	2	1	(2)	3	6	0	0	0	01
Josephine Brown	(1)	2	1	(2)	3	4	1	(2)	1	(2)	3	0	0	0	0	02
Mary Jane Smith	(1)	2	1	2	(3)	4	1	(2)	(1)	2	2	1	0	0	0	03
Susan Moore	(1)	2	1	2	(3)	4	1	(2)	(1)	2	2	0	9	0	0	04
Elsa Geronimo	1	(2)	1	2	(3)	4	1	(2)	(1)	2	1	8	3	0	0	05
Tom Redman	(1)	2	1	(2)	3	4	(1)	2	(1)	2	2	4	7	0	0	06
Sato Lee	1	(2)	1	2	3	(4)	1	(2)	(1)	2	1	6	2	0	0	07
Terry Howard	1	(2)	1	2	3	(4)	1	(2)	(1)	2	1	5	3	0	0	08
	1	2	1	2	3	4	1	2	1	2						09
	1	2	1	2	3	4	1	2	1	2						10
	1	2	1	2	3	4	1	2	1	2						11
	1	2	1	2	3	4	1	2	1	2						12
	1	2	1	2	3	4	1	2	1	2						13
	1	2	1	2	3	4	1	2	1	2						14
	1	2	1	2	3	4	1	2	1	2						15
	1	2	1	2	3	4	1	2	1	2						16
	1	2	1	2	3	4	1	2	1	2						17
	1	2	1	2	3	4	1	2	1	2						18
	1	2	1	2	3	4	1	2	1	2						19
	1	2	1	2	3	4	1	2	1	2						20
	1	2	1	2	3	4	1	2	1	2						21
	1	2	1	2	3	4	1	2	1	2						22
	1	2	1	2	3	4	1	2	1	2						23
	1	2	1	2	3	4	1	2	1	2						24
	1	2	1	2	3	4	1	2	1	2						25

GENERAL INSTRUCTIONS FOR FACULTY SALARY SURVEY

1. DESIGN OF FORM: This form, consisting of two halves, is provided as a convenience to the school while completing the questionnaire. The names section on the left should be separated and discarded before returning the right half to AACN; AACN has no wish to know the names of faculty in association with salaries. All that the respondent will need to complete the form is a list of full-time nursing faculty with degree, rank, tenure status, salary basis and salary.

2. PURPOSE: This form is for the collection of salaries and related data on all full-time nursing faculty except the dean. Salaries for acting deans should be included. See separate questionnaire for the Dean/Director.

3. OTHER ADMINISTRATIVE SALARIES: Provision is made to list salaries of assistant deans or other administrative nursing faculty on the reverse side of the Dean's questionnaire so as to identify comparative data on this group. However, administrative faculty salaries (other than the dean) must be included on this Faculty Salary Survey also. Otherwise, the faculty salary report for your school would not be complete.

4. DEGREE LEVEL: Circle only one number for each faculty member.

5. FACULTY RANK: Circle only one number for each faculty member. If in doubt about including full-time nurse faculty with ranks other than the four listed, (e.g.,lecturer, assistant instructor) please assign them to the nearest regular rank adding a check or asterisk at the far right of the sheet after the line number. Then explain their title(s) at the bottom of this instruction sheet.

6. TENURE STATUS: Circle only one number for each faculty member. For faculty not on a tenure track, or for faculty on a tenure track but not yet tenured, circle the number in the "not tenured" column.

7. SALARY BASIS: Circle only one number for each faculty member. Use academic year for faculty paid on a 9 morth or 10 month basis; use calendar year for faculty paid on an 11 month or 12 month basis.

8. SALARY: Enter exact salary to nearest whole dollar. Use current fiscal year compensation figures (fall of 1980). When a full-time nursing faculty member's salary is derived partly from another school or administrative unit within the total institution, please combine all compensation and report only one total.

   The salary reported should reflect the total amount before any deductions are made (for tax sheltered annuities, contributions to retirement funds, life or health insurance, etc.)

9. PAGES: Each sheet is designed for listing 25 faculty. Please number additional pages consecutively.

American Association of Colleges of Nursing
Eleven Dupont Circle • Suite 430 • Washington, D.C. 20036 • (202) 332-1917, 1918

1980 – 81 AACN SURVEY
DEAN/DIRECTOR: SALARY AND RELATED INFORMATION

Name of school _____

Address of school _____

1. TITLE: (check one)

   Dean_____ Director_____ Chair_____ Acting Dean_____ Other_____ (specify)
   (an acting dean need not complete the remainder of the questionnaire, but please return the form with item 1 completed.)

2. RANK: (check one) Prof._____ Assoc. Prof._____ Asst. Prof._____ No Rank_____

3. TENURE: (academic) yes_____ no_____

4. TERM: (administrative) Is it a policy of your institution for deans to be appointed for a specific term of more than one year? Terms generally are renewable. (check one)
   No fixed term_____ 2 yr_____ 3 yr_____ 4 yr_____ 5 yr_____ 6 or more yr_____

5. ELECTION: Is it the policy of your institution for deans to be elected by the faculty? yes_____ no_____

6. SALARY: [ ][ ][ ][ ][ ] (current fiscal year salary rounded to nearest dollar). The salary reported should reflect the total amount before deductions are made for tax-sheltered annuities, the dean's own contribution to retirement funds, life insurance, etc.

7. SALARY BASIS: (check one) Academic year_____ Calendar year_____

8. BASIS FOR REMUNERATION: Some institutions utilize a formula basis in determining a dean's salary, giving consideration to both academic rank and administrative responsibilities. Is this the case in your institution?
   Yes ___ No ___. If yes, fill in both components as follows: Salary for academic rank [ ][ ][ ][ ][ ]
   Salary for administrative position [ ][ ][ ][ ][ ]. The two should total the figure supplied in 6.

9. TIME IN DEANSHIP: Present school [ ][ ] years. Other schools(s) [ ][ ] years.

10. HIGHEST DEGREE (check only the highest earned degree)
    Doctorate
    D.N.S. or D.N.Sc._____ Ed.D._____ Ph.D._____ (specify field) _____
    D.P.H. or DR.P.H._____ other_____ (specify field) _____
    Masters
    Nursing_____ other_____ (specify field) _____

NOTE: See reverse side if you wish to supply information on salaries of administrative faculty other than the Dean/Director.

American Association of Colleges of Nursing

Eleven Dupont Circle • Suite 430 • Washington, D.C. 20036 • (202) 332-1917, 1918

1980 – 81 AACN ADMINISTRATIVE SALARY SURVEY

Completion of the Administrative Salary Survey is optional. If it is completed, it should include all full-time nursing faculty with major administrative responsibility. Whether it is completed or not, nursing faculty with administrative responsibility should be included on the Faculty Salary Survey forms.

List below the administrative titles (not the names) of faculty who carry major administrative responsibility.	DEGREE LEVEL (Circle only one number)		FACULTY RANK (Circle only one number)				TENURE STATUS (Circle only one number)		SALARY BASIS (Circle only one number)		SALARY		Line Number
	Doctoral	Non-doctoral	Professor	Associate Professor	Assistant Professor	Instructor	Tenured	Not Tenured	Academic Year	Calendar Year			
	1	2	1	2	3	4	1	2	1	2			01
	1	2	1	2	3	4	1	2	1	2			02
	1	2	1	2	3	4	1	2	1	2			03
	1	2	1	2	3	4	1	2	1	2			04
	1	2	1	2	3	4	1	2	1	2			05
	1	2	1	2	3	4	1	2	1	2			06
	1	2	1	2	3	4	1	2	1	2			07
	1	2	1	2	3	4	1	2	1	2			08
	1	2	1	2	3	4	1	2	1	2			09
	1	2	1	2	3	4	1	2	1	2			10
	1	2	1	2	3	4	1	2	1	2			11
	1	2	1	2	3	4	1	2	1	2			12
	1	2	1	2	3	4	1	2	1	2			13
	1	2	1	2	3	4	1	2	1	2			14
	1	2	1	2	3	4	1	2	1	2			15
	1	2	1	2	3	4	1	2	1	2			16
	1	2	1	2	3	4	1	2	1	2			17
	1	2	1	2	3	4	1	2	1	2			18
	1	2	1	2	3	4	1	2	1	2			19
	1	2	1	2	3	4	1	2	1	2			20
	1	2	1	2	3	4	1	2	1	2			21
	1	2	1	2	3	4	1	2	1	2			22
	1	2	1	2	3	4	1	2	1	2			23
	1	2	1	2	3	4	1	2	1	2			24
	1	2	1	2	3	4	1	2	1	2			25

REPORT ON SALARIES OF NURSING DEANS

1980—1981

April 1981
Data Bank Project
American Association of
Colleges of Nursing

Eleven Dupont Circle • Suite 430 • Washington, DC 20036 • (202) 332-1917, 1918

Data Bank Series 81-No. 2

Price $3.00

REPORT

ON

SALARIES OF NURSING DEANS

IN

COLLEGES AND UNIVERSITIES

Marion I. Murphy, Ph.D., R.N.
Chairman, Data Bank Project
Executive Director, AACN

American Association of Colleges of Nursing
Eleven Dupont Circle, N.W., Suite 430, Washington, D.C. 20036

ADVISORY COMMITTEE TO THE DATA BANK

Claire M. Fagin, Ph.D., R.N.

Jannetta MacPhail, Ph.D., R.N.

Shirley A. Martin, Ph.D., R.N.

Doris B. Yingling, Ph.D., R.N.

INFORMATION SYSTEMS CONSULTANT

Paul Jolly, Ph.D.

MANAGING EDITOR

Kip Lester

Copyright, The American Association of Colleges of Nursing, 1981

TABLE OF CONTENTS

PAGE

I. INTRODUCTORY MATERIAL

Summary 1

Method

Data Collection 1
Participating Schools 1
Acting or Interim Deans 1
Definitions 2
Salary Basis 2
Computer Processing 2
Percentile Analysis 3

II. RESULTS AND DISCUSSION

Salaries of All Deans: Percentile Data (Table 1) . 3

Annual Salary Increases for Deans Continuing in Office (Table 2) 4

Salaries of Nursing Deans by Region (Table 3) . . 5

Salaries of Nursing Deans by Institutional Control (Table 4) 5

Salaries of Nursing Deans in Universities and Four-Year Colleges (Table 5) 6

Salaries of Nursing Deans in Academic Medical/ Health Science Centers (Table 6) 6

Salaries of Nursing Deans in Autonomous and Non-Autonomous Settings (Table 7) 7

Salaries of Nursing Deans by Programs Offered in the School (Table 8) 7

Salaries of Nursing Deans by Type of Highest Degree (Table 9) 8

Salaries of Nursing Deans by Title (Table 10) . . 8

PAGE

Salaries of Nursing Deans by Rank (Table 11) . . . 9

Salaries of Nursing Deans and Tenure (Table 12). . 9

Length of Administrative Term of Nursing Deans (Table 13) 10

Number of Deans Elected by Nursing Faculty (Table 14) 10

Administrative Salary Component as a Fraction of Total Salary (Table 15) 10

III. ILLUSTRATIONS

Figure 1. Length of Time in Current Position. . . 12

Figure 2. Total Years of Experience as Dean . . . 13

APPENDIX

Institutional Data Form 14

Dean/Director Salary and Related Information. . . 15

U. S. Map - AACN Regions 16

List of Schools by Region 17

INTRODUCTION

Summary

This report on the salaries of 208 chief administrative officers in baccalaureate and higher degree programs in nursing follows the publication of Nursing Faculty Salaries in February 1981. Both of these reports represent a third annual review of academic salaries in nursing which the American Association of Colleges of Nursing initiated in 1978-79. The response rate on the deans' section of the salary survey was 91 percent compared to an 85 percent return in 1979-80. A map showing geographic regions is presented on page 16 followed by a list of participating schools on pages 17-20. Schools applying for membership in AACN after October 1980 could not be included (see note about acting or interim deans on this page).

METHOD

Data Collection

An Institutional Data form (see page 14) provided a framework for classification and presentation of salary data for both faculty and deans. Thus, it was possible to examine the following as probable determinants of a dean's salary: the support category of the parent institution, location in a university or other collegiate setting, autonomy, levels of educational programs offered and regional differences. In addition, a one-page questionnaire sought information as to terms of the dean's appointment and educational background (see page 15).

Participating Schools

Complete forms for both institutional and deans' salary data were received from 232 institutions, two more than the number of participants in the Report on Nursing Faculty Salaries. The reader is reminded that there are differences in the lists of participating institutions in the two reports.

Acting or Interim Deans

The questionnaires from 24 schools indicated that the deanship was vacant at the time of data collection (October-November 1980). Follow-up of these responses indicated that acting or interim deans were faculty members serving as temporary replacements; in this capacity their salaries had been included in the faculty category and do not appear in the analysis of deans' salaries in this report. However, the participation of schools with an acting/interim dean was acknowledged with an asterisk (*) in the list on pages 17-20 as evidence of the school's cooperation in AACN's salary survey. Since acting and interim deans were excluded from the tabulations, this report is based upon the salaries of 208 chief administrative officers in baccalaureate and graduate programs in nursing.

Definitions

Title

In this report the term dean is used in a generic sense with reference to the chief administrative officer in a school, college or department of nursing regardless of local title. Table 10 will provide the variety of actual titles among the respondents and possible relationships to salary.

Autonomy

An autonomous school is a nursing program within a college or university structure which generally is titled "College of Nursing" or "School of Nursing." A non-autonomous school is a nursing program within a college or university structure which is a department of another unit of that institution, e.g., a division of health sciences. However, all autonomy is relative since various linkages between educational units exist in higher education. There are many different organizational patterns, some historical and others the result of recent changes. Thus, autonomous/non-autonomous should not be regarded as superior-inferior.

Academic Health Center

As defined by the Association of Academic Health Centers (AAHC), an academic health center is "an institution that includes a school of medicine, a teaching hospital, and at least one additional health educational program" - in our case nursing. Each health school generally maintains separate identity and autonomy.

Salary Basis

Salaries of deans were collected on either a calendar year or an academic year basis but, since the majority were in the former category, all salaries were converted to a calendar year basis for analysis and presentation. This conversion is done by multiplying academic year salaries by eleven-ninths to obtain equivalent calendar year salaries.

All tables in this report display salaries on a calendar year basis (only). For a dean whose salary is on an academic year basis, it would be expedient to multiply that salary by eleven-ninths before comparing with the tables which follow.

Computer Processing

All data from the deans' salary questionnaire were keypunched and entered into a computer system for processing, identifying each institution by an AACN code number. The file was then linked with institutional data in the AACN Data Bank to produce a master record for each school which contained data for both the institution and the dean. These data were sorted and tabulated in various ways to obtain the tables presented in the pages which follow.

Percentile Analysis

Where there are a sufficient number of deans in a group, data are presented for the 10th, 25th, 50th, 75th and 90th percentile salaries. These percentile salaries are those below which 10, 25, 50, 75, and 90 percent of the salaries fall, respectively. By this definition, the 50th percentile is the median salary. The 25th percentile salary should be regarded as a low salary, and the 10th percentile should be regarded as a very low salary. The 75th percentile should be regarded as a high salary, and the 90th percentile as a very high salary. Percentile salaries have been rounded to the nearest hundred.

The number of individuals in each group is also shown with the percentile statistics. Where the number is small, it is not meaningful to calculate all of the percentile values. Thus, the 10th and 90th percentiles have not been calculated where the number is less than eleven, the 25th and 75th percentiles have not been calculated where the number is less than five, and even the 50th percentile has not been reported when the number is less than three.

RESULTS AND DISCUSSION

Table 1

Salaries of All Deans: Percentile Data

	N	10th	25th	50th	75th	90th
1980-81	208	29,200	34,600	40,400	46,900	52,900
1979-80	184	26,300	31,600	38,400	44,500	50,500
1978-79	171	24,500	28,000	35,700	41,600	46,400

Table 1 presents salary data for the deans of nursing in the institutions participating in the 1980-81 salary survey. Comparative data for the two preceding years indicate that the median salary increased by 5.2 percent in 1980-81 over 1979-80; this was slightly less than the increase in median salary experienced in 1979-80 over 1978-79.

Table 2

Annual Salary Increases for Deans Continuing in Office

	N	10th	25th	50th	75th	90th
1980-81	151	29,200	34,800	42,300	49,000	53,100
1979-80	151	26,900	31,700	39,000	45,000	51,200

Table 2 limits comparison to schools which participated in both the 1979-80 and 1980-81 surveys with the same dean continuing in office. The median salary for this group of deans showed an increase of 8.5 percent. Examination of the difference in the median salary increase between Table 1 and Table 2 indicates that new deans could have affected Table 1 adversely. On the other hand, one would expect that salaries of deans who continued in office would show greater increase than the total population of deans for a given year.

The remainder of the tables in this report will be based only on data supplied by the 208 schools that participated in the 1980-81 survey. The reader is reminded that the respondents in the two previous years do not constitute homogenous groups.

It also seems important to point out that many of the factors presented in the tables which follow that relate to salary are in fact related to each other as well. For example, deans of schools of nursing with doctoral programs have doctorates themselves, and these programs generally are located in large universities or academic health centers. Thus, the reader should be cautioned that statements such as "Deans with doctoral programs receive higher salaries," and "Deans in academic health centers receive higher salaries" are not independent statements.

Data presented in this 1980-81 Report on Salaries of Nursing Deans show that the very great diversity in the characteristics of nursing programs and deans is reflected in a corresponding diversity in level of compensation. This report should be useful to each dean in evaluating the status of her or his salary in comparison with (1) salaries of other administrative personnel in the local institution and (2) salaries of nurse colleagues in comparable settings in other colleges and universities.

Table 3

Salaries of Nursing Deans by Region

Region	N	10th	25th	50th	75th	90th
Northeast	57	29,200	34,100	39,700	44,400	50,600
Midwest	61	26,400	32,700	40,300	45,800	53,100
South	71	30,200	34,800	43,000	48,000	53,900
West	19	35,600	39,700	44,500	51,500	61,800

Salary data for the four AACN regions are shown in Table 3. The disparity between the northeast and the west, particularly at the 75th and 90th percentiles, seems noteworthy and is sharper than in previous years. However, the latter situation would seem to have been affected by the fact that institutional participation in the northeast represents ten more schools in 1980-81 than in 1979-80. Many of these are new small programs with salaries in lower categories. In contrast, the western region is represented by the same number of schools both years. Also, it should be explained that the characteristics of schools in the western region are unique as compared with the other three regional areas: they are largely in public universities, a high percentage are on academic health center campuses and five of the nineteen have doctoral programs. The relationship of these characteristics to salary level is borne out elsewhere in this report. One other observation concerning annual changes in regions is that comparison of 1980-81 and 1979-80 salary reports shows that the south also has ten additional schools over 1979-80. However, during the past year salaries in the southern region seemed to have caught up with and slightly surpassed the midwest where the number of participating schools was relatively stable.

Table 4

Salaries of Nursing Deans by Institutional Control

Control	N	10th	25th	50th	75th	90th
Public	125	34,200	37,000	43,000	49,500	54,200
Secular Private	33	28,800	34,600	42,200	50,300	57,300
Religious Private	50	22,100	28,600	33,700	40,600	45,500

Table 4 shows salaries of deans according to classification of the parent institution: public, secular private and religious private. Some interesting internal contrasts are apparent. At the median and lower levels, salaries are highest in public institutions, lower in secular private schools and lowest in religious private schools. However, at the 75th and 90th percentiles, secular private institution salaries are ahead of

the others. Although still in the lowest place, median salaries of deans in religious private institutions increased by 6.7 percent over the preceding year as compared to 5.2 percent for all deans; they also experienced a 15 percent increase at the 75th percentile over 1979-80.

Table 5

Salaries of Nursing Deans in Universities and Four-Year Colleges

Parent Institution	N	10th	25th	50th	75th	90th
University	159	34,000	37,300	43,500	49,400	54,400
Four-year College	45	21,800	26,700	31,800	35,500	39,800
Other	4	-	43,500	51,400	54,200	-

Data in Table 5 show that deans in schools of nursing which are situated on a university campus earn substantially higher salaries than deans of nursing in four-year colleges. A similar observation was made in the case of nursing faculty in AACN's 1980-81 report. Comparison with deans' salaries in four-year colleges in 1979-80 indicate that increases have taken place but, in general, these are not as substantial as in universities. One exception on the positive side is that 1980-81 data show that at the 75th percentile both university and four-year colleges increased deans' salaries by nine percent!

The four "others" in Table 5 represent nursing programs in institutions where the primary identification, title, etc., is with medicine. Categorically they resemble the academic health centers as comparison with salaries in Table 6 indicates.

Table 6

Salaries of Nursing Deans in Academic Medical/Health Science Centers

Parent Institution	N	10th	25th	50th	75th	90th
Academic Health Centers	66	36,200	44,000	48,300	53,100	57,000
Other Universities and Colleges	142	27,700	33,000	37,500	43,000	48,600

Table 6 illustrates that deans of nursing schools situated on academic health center campuses receive substantially higher salaries than deans of other university schools. Several factors seem related to this difference: size of the center, its commitment to research, comparison/competition with deans in other health schools.

Table 7

Salaries of Nursing Deans in
Autonomous and Non-Autonomous Settings

	N	10th	25th	50th	75th	90th
Autonomous School	143	33,500	37,500	44,000	50,000	55,000
Department in Another School	65	26,300	29,400	35,000	39,500	43,900

The term autonomy as used in this report generally identifies programs with the title School or College of Nursing. Non-autonomous programs are those which are organized as a department of another unit of the institution.

Table 7 illustrates rather large differences in salaries between the two groups. Several factors would seem to be related. The majority of university schools and those on academic medical/health science centers tend to be autonomous. Conversely, many of the nursing programs in four-year colleges would be in the non-autonomous category from a structural point of view.

Table 8

Salaries of Nursing Deans by
Programs Offered in the School

	N	10th	25th	50th	75th	90th
Baccalaureate Only	99	26,300	31,600	35,300	39,700	43,500
Master's only	1	-	-	-	-	-
Baccalaureate, Master's	88	35,000	40,300	44,800	50,000	55,000
Master's, Doctoral	1	-	-	-	-	-
Baccalaureate, Master's, Doctoral	19	44,000	50,000	52,100	60,000	65,800

It is apparent from the data in Table 8 that the salaries of deans vary greatly with increased responsibility in the way of additional enrollment as well as size and type of faculty. However, the very large number of schools offering baccalaureate study only also have diverse characteristics depending upon location, source of support, enrollment of R.N. students and the length of the program's existence. Schools offering both baccalaureate and master's study would be expected to recruit and maintain a higher ratio of doctorally prepared faculty and so on. Factors such as educational preparation and experience of the deans in the three

types of schools, although not correlated with salary level in this report, could add interesting information. Salaries of deans in the two schools which each comprise a single category are, of course, not shown.

Table 9

Salaries of Nursing Deans by Type of Highest Degree

Highest Degree	N	10th	25th	50th	75th	90th
D.N.S. or D.N.Sc.	8	-	30,400	37,600	39,400	-
Ed.D.	79	29,500	35,500	43,200	49,400	52,100
Ph.D.	91	31,800	35,000	40,300	46,000	54,200
D.P.H. or Dr.P.H.	5	-	43,200	48,500	50,000	-
Nursing Master's	23	22,700	28,000	34,000	40,300	50,800
Other Master's	2	-	-	-	-	-

A total of 183 deans (88 percent) in the 1980-81 survey held an earned doctorate, approximately the same proportion as last year. The Ph.D. accounted for nearly 50 percent of the doctoral degrees. The number of deans whose highest educational credential was a master's degree rose slightly; all but two had a master's in nursing. As would be expected, a number of deans in the master's category indicated that doctoral study was near completion.

Table 10

Salaries of Nursing Deans by Title

Title	N	10th	25th	50th	75th	90th
Dean	132	34,800	39,500	44,700	50,300	55,200
Director	25	26,400	31,300	34,400	39,100	43,000
Chair	44	22,900	28,200	34,800	39,000	43,100
Other	7	-	28,000	38,500	40,100	-

Table 10 indicates clearly that the title of dean is associated with the highest levels of salaries. However, it seems likely that whatever title is held by the chief administrator in a nursing program is consistent with the pattern of titles (and salaries) which prevail in the parent institution. For example, included under "other" are a few chief academic nurse administrators who have the title of associate dean since that describes a category for an administrative group in their academic setting.

Table 11

Salaries of Nursing Deans by Rank

Academic Rank	N	10th	25th	50th	75th	90th
Professor	162	34,500	38,300	43,500	50,000	54,800
Associate Professor	40	23,900	28,200	31,400	35,400	37,700
Assistant Professor	3	-	19,600	27,000	29,200	-
No Academic Rank	3	-	33,900	36,000	38,500	-

Table 11 indicates that 78 percent of the deans held the academic rank of professor, the same percentage as 1978-79 but slightly lower than last year. The difference likely is related to newer, younger deans or those who have recently completed doctoral preparation. Again, it is pointed out that levels of academic rank may differ considerably by educational institution.

Table 12

Salaries of Nursing Deans and Tenure

Tenure Status	N	10th	25th	50th	75th	90th
With Academic Tenure	149	30,500	37,400	43,700	50,000	54,400
Without Academic Tenure	59	27,000	31,600	35,200	38,500	44,500

Table 12 indicates that 149 or 72 percent of the deans in the 1980-81 survey held academic tenure - the same percentage as last year. Although further analysis of the schools where deans lack tenure is not available, it is likely that the majority of these are small private institutions that do not operate a tenure system. Also, institutional policy may govern the eligibility of a new dean for tenure status. The relationship of either of these conditions to salary status has been discussed at various points in this report.

Table 13

Length of Administrative Term of Nursing Deans

Length of Term	N
1 year or no fixed term	155
2 years	3
3 years	25
4 years	10
5 years	12
6 years	3

Table 13 bears no direct relationship to salary but is included as a matter of interest. Responses to this question which reflect institutional policy rather than nursing per se have been rather consistent over a three-year period.

Table 14

Number of Deans Elected by Nursing Faculty

Region	N
North Atlantic	16
Midwest	5
South	3
West	1

As was the case with Table 13, the above data have no relationship to salary. The information is included because of interest on the part of deans, particularly with regard to changing trends. AACN's data show that election is the practice in a very small number of schools; only 12 percent of the 1980-81 respondents and 14 percent in 1979-80. Review of the colleges and universities involved included all types: public and private, large and small institutions.

Table 15

Administrative Salary Component as a Fraction of Total Salary

N	10th	25th	50th	75th	90th
32	3%	6%	10%	24%	27%

Basis for Remuneration

Only 36 of the 208 responding deans indicated that their institutions utilize a formula in determining the dean's salary, giving consideration to both academic rank and administrative

responsibilities. It had been expected that the larger component of salary in these cases would show a typical "salary for academic rank," e.g., professor, with a smaller supplement as "salary for administrative position," but this was not the case for all schools. Four deans reported small amounts under "salary for academic rank" and the bulk of their salaries for the administrative position. When contacted during AACN's editing process, they explained that they received a basic salary as dean, plus a supplement for the teaching they do - just the reverse of the situation expected. Even with these institutions excluded, the administrative components ranged from a few hundred dollars to more than $20,000, with a median of $5,000. As a fraction of total salary, the administrative components are given in Table 15.

FIGURE 1: LENGTH OF TIME IN CURRENT POSITION

Figure 1 illustrates the length of time in which the nursing deans in this survey have been in their present positions. It is significant that nearly one-half of the group (46 percent) have served for three years or less. As was the case in 1979-80, four years is the median period of time served. (See page 12.)

FIGURE 2: TOTAL YEARS OF EXPERIENCE AS A DEAN

Figure 2 shows that many deans have had previous experience as chief administrative officers in a nursing program, and in fact, the length of career as a dean is much longer when service in previous positions is taken into account. The median number of years of combined experience is six; there are 50 deans with more than 10 years experience in total. (See page 13.)

FIGURE 1: LENGTH of TIME in CURRENT POSITION

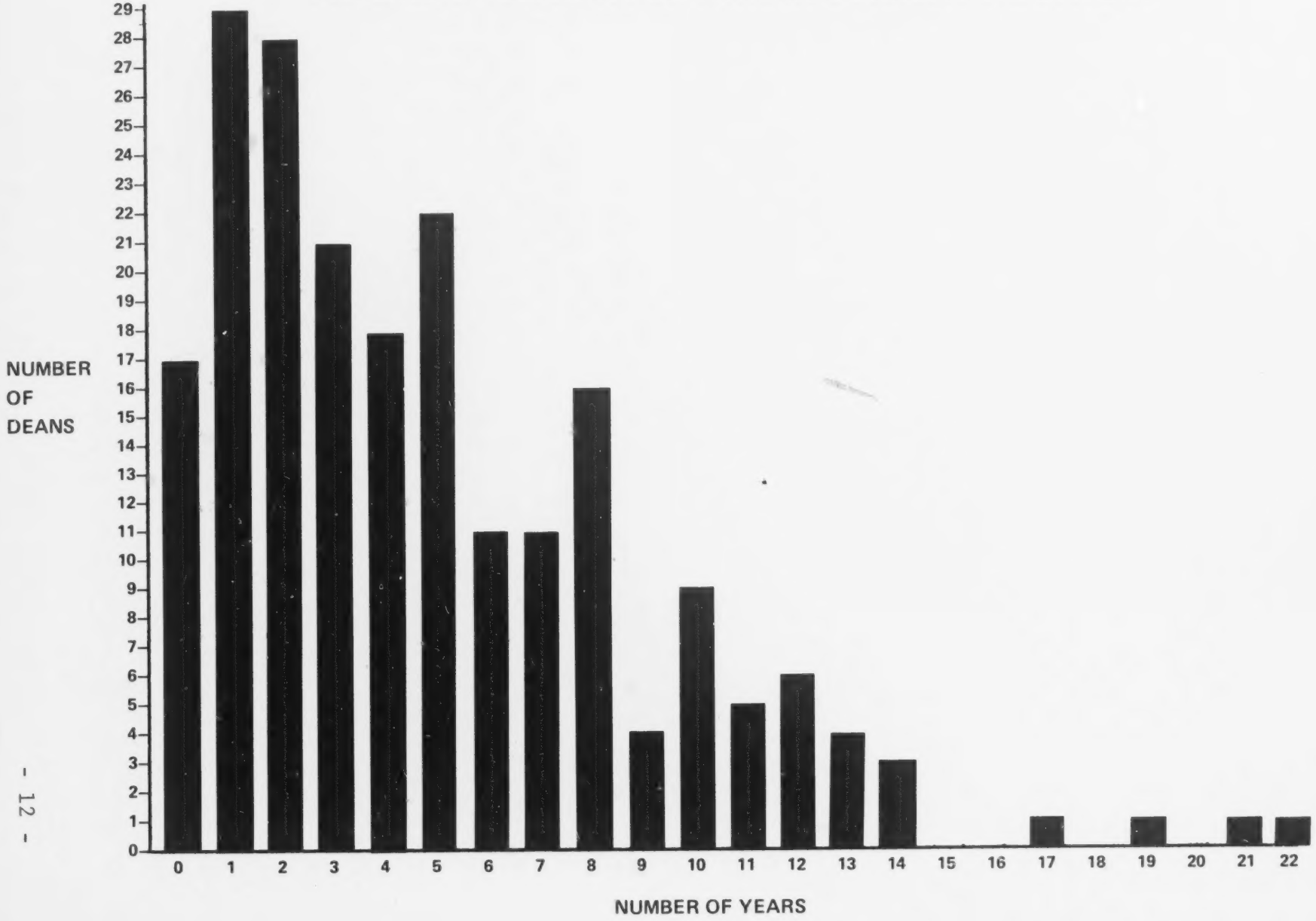
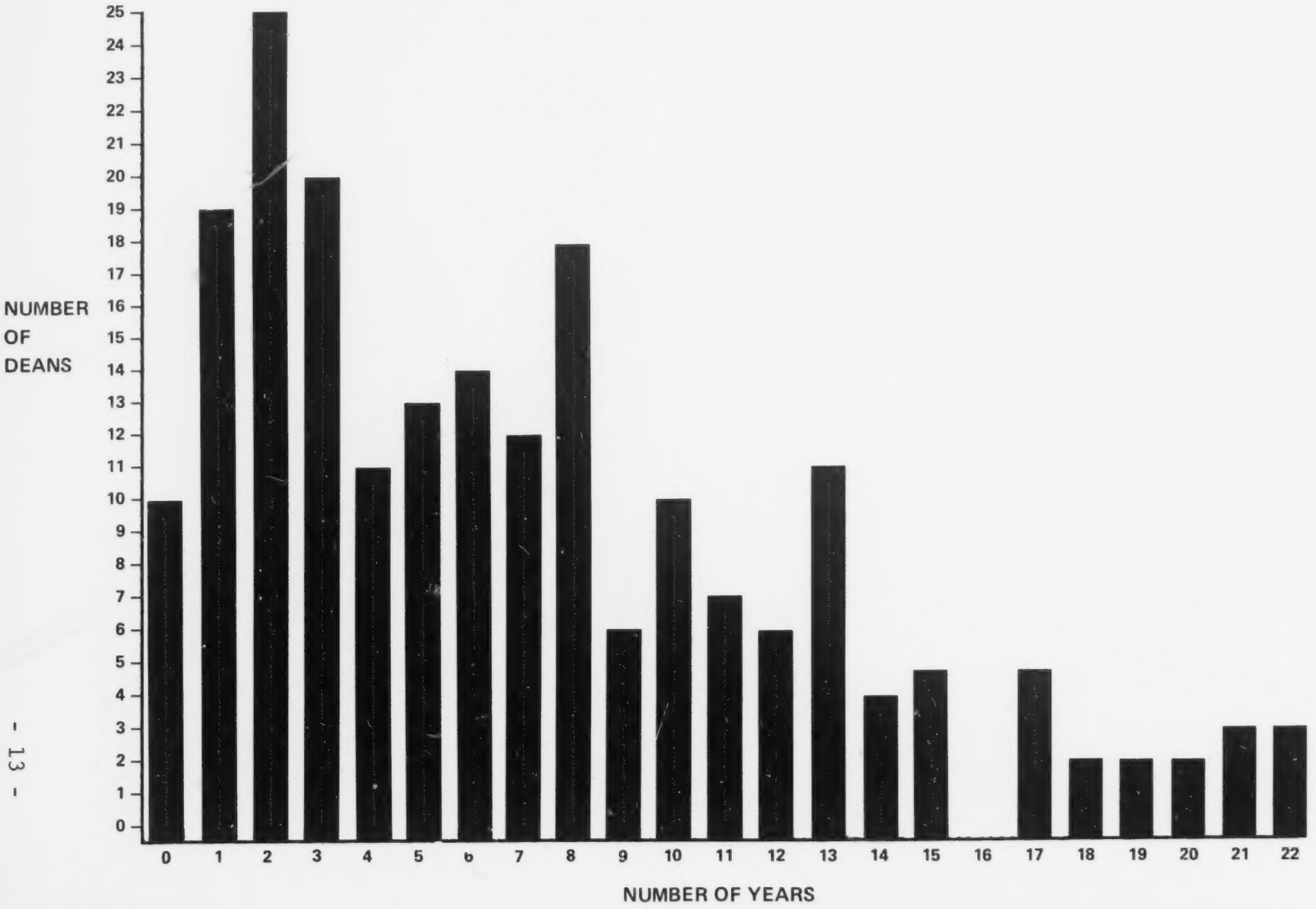


FIGURE 2: TOTAL YEARS of EXPERIENCE as a DEAN



American Association of Colleges of Nursing

Eleven Dupont Circle • Suite 430 • Washington, D.C. 20036 • (202)332-1917,1918

1980 – 81 AACN SURVEY
INSTITUTIONAL DATA

Name of School _____

Address of School _____

1. Your institution is: (please check one)
   Public ___ Private (secular) ___ Private (religious) ___
2. Your school of nursing is part of an academic health center: yes ___ no ___ (See definition on reverse.)
3. Your school of nursing is part of: (please check one)
   A university ___ A four-year college ___
   Other ___ (Specify) _____
4. Administratively, your nursing program is: (please check one)
   An autonomous school or college (within the institutional structure) ___
   A department within another unit of the institution ___
5. The salary basis for nursing faculty is: (please check one)
   Academic year ___ Calendar year ___ Mixed ___ (See instructions on reverse.)
6. Number of nursing faculty: Full-time [ ][ ][ ] Part-time [ ][ ][ ] (See instructions on reverse.)
7. Academic programs offered:
   baccalaureate ___
   masters ___
   doctoral ___
   ___ If you have an associate degree program, check here and see instructions on reverse
8. In your school, when does a generic student become a nursing student? (Please check one. Do not include pren:rsing students.) Freshman year ___ Sophomore year ___ Junior year ___
9. Enrollment and graduation data:
   Please leave no blanks. Fill unneeded blocks on the left with zeros

Count only nursing students in the spaces below.

	Full-time Students (Fall 1980)				Part-time Students (Fall 1980)				Graduations During 1979-80 Academic Year			
Baccalaureate: Generic												
R.N.												
Graduate: Masters												
Doctoral												

Signature of Dean or Director _____

aacn

American Association of Colleges of Nursing

Eleven Dupont Circle • Suite 430 • Washington, D.C. 20036 • (202) 332-1917, 1918

1980 – 81 AACN SURVEY
DEAN/DIRECTOR: SALARY AND RELATED INFORMATION

Name of school _____

Address of school _____

1. TITLE: (check one)

   Dean _____ Director _____ Chair _____ Acting Dean _____ Other _____ (specify)
   (an acting dean need not complete the remainder of the questionnaire, but please return the form with item 1 completed.)

2. RANK: (check one) Prof. _____ Assoc. Prof. _____ Asst. Prof. _____ No Rank _____

3. TENURE: (academic) yes _____ no _____

4. TERM: (administrative) Is it a policy of your institution for deans to be appointed for a specific term of more than one year? Terms generally are renewable. (check one)
   No fixed term _____ 2 yr _____ 3 yr _____ 4 yr _____ 5 yr _____ 6 or more yr _____

5. ELECTION: Is it the policy of your institution for deans to be elected by the faculty? yes _____ no _____

6. SALARY: [ ][ ][ ][ ][ ] (current fiscal year salary rounded to nearest dollar). The salary reported should reflect the total amount before deductions are made for tax-sheltered annuities, the dean's own contribution to retirement funds, life insurance, etc.

7. SALARY BASIS: (check one) Academic year _____ Calendar year _____

8. BASIS FOR REMUNERATION: Some institutions utilize a formula basis in determining a dean's salary, giving consideration to both academic rank and administrative responsibilities. Is this the case in your institution?
   Yes ___ No ___. If yes, fill in both components as follows: Salary for academic rank [ ][ ][ ][ ][ ]
   Salary for administrative position [ ][ ][ ][ ][ ]. The two should total the figure supplied in 6.

9. TIME IN DEANSHIP: Present school [ ][ ] years. Other schools(s) [ ][ ] years.

10. HIGHEST DEGREE (check only the highest earned degree)

    Doctorate

    D.N.S. or D.N.Sc. _____ Ed.D. _____ Ph.D. _____ (specify field) _____
    D.P.H. or DR.P.H. _____ other _____ (specify field) _____

    Masters

    Nursing _____ other _____ (specify field) _____

NOTE: See reverse side if you wish to supply information on salaries of administrative faculty other than the Dean/Director.

North
Atlantic
States
Midwestern States
Western States
Southern States

Report on Salaries of Nursing Deans
The American Association of Colleges of Nursing
Schools Participating in the Deans' Salary Survey
by Region and Sponsorship

NORTH ATLANTIC STATES

Public

Bloomsburg State College
Bloomsburg, Pennsylvania
Boston State College
Boston, Massachusetts
City College of New York
New York, New York
* Herbert H. Lehman College
Bronx, New York
Hunter College
New York, New York
Indiana University of Pennsylvania
Indiana, Pennsylvania
* Pennsylvania State University
University Park, Pennsylvania
Rhode Island College
Providence, Rhode Island
Rutgers-The State University
Newark, New Jersey
SUNY/Binghamton
Binghamton, New York
SUNY/Buffalo
Buffalo, New York
* SUNY/Downstate
Brooklyn, New York
* SUNY/Stony Brook
Stony Brook, New York
Salem State College
Salem, Massachusetts
Temple University
Philadelphia, Pennsylvania
University of Connecticut
Storrs, Connecticut
University of Delaware
Newark, Delaware
University of Lowell
Lowell, Massachusetts
* University of Massachusetts
Amherst, Massachusetts
University of New Hampshire
Durham, New Hampshire
University of Vermont
Burlington, Vermont
University of the District of Columbia
Washington, D.C.
Western Connecticut State College
Danbury, Connecticut
Worcester State College
Worcester, Maine

Private (Religious)

Boston College
Chestnut Hill, Massachusetts
Carlow College
Pittsburgh, Pennsylvania
* College Misericordia
Dallas, Pennsylvania
Duquesne University
Pittsburgh, Pennsylvania
Fairfield University
Fairfield, Connecticut
Felician College
Lodi, New Jersey
Georgetown University
Washington, D.C.
Molloy College
Rockville Centre, New York
Neumann College
Aston, Pennsylvania

Private (Religious)

Seton Hall University
South Orange, New Jersey
St. Anselm°s College
Manchester, New Hampshire
St. Francis College
Loretto, Pennsylvania
The Catholic University of America
Washington, D. C.
Villa Maria College
Erie, Pennsylvania
Villanova University
Villanova, Pennsylvania

Private (Secular)

Adelphi University
Garden City, New York
Alfred University
Alfred, New York
* Boston University
Boston, Massachusetts
College of Mount St. Vincent
Riverdale, New York
College of New Rochelle
New Rochelle, New York
Columbia University
New York, New York
Elmira College
Elmira, New York
Fairleigh Dickinson
Rutherford, New Jersey
* Hartwick College
Oneonta, New York
Howard University
Washington, D.C.
Mercy College
Dobbs Ferry, New York
New York University
New York, New York
Northeastern University
Boston, Massachusetts
Russell Sage College
Troy, New York
Simmons College
Boston, Massachusetts
Skidmore College
New York, New York
Syracuse University
Syracuse, New York
Teachers College, Columbia University
New York, New York
Thomas Jefferson University
Philadelphia, Pennsylvania
University of Pennsylvania
Philadelphia, Pennsylvania
University of Pittsburgh
Pittsburgh, Pennsylvania
University of the State of New York
Albany, New York
Wagner College
Staten Island, New York
Widener College
Chester, Pennsylvania
Wilkes College
Wilkes Barre, Pennsylvania
Yale University
New Haven, Connecticut

*Acting/Interim Dean

MIDWESTERN STATES

Public

Ball State University
Muncie, Indiana
Chicago State University
Chicago, Illinois
Eastern Michigan University
Ypsilanti, Michigan
Fort Hays State University
Hays, Kansas
Governors State University
Park Forest South, Illinois
Indiana State University
Terre Haute, Indiana
Indiana University
Indianapolis, Indiana
Kent State University
Kent, Ohio
Med. College of Ohio School of Nursing
Toledo, Ohio
Michigan State University
East Lansing, Michigan
Northeast Missouri State University
Kirksville, Missouri
Northern Illinois University
DeKalb, Illinois
Northern Michigan University
Marquette, Michigan
Oakland University
Rochester, Michigan
Ohio State University
Columbus, Ohio
Purdue University
West Lafayette, Indiana
* Sangamon State University
Springfield, Illinois
South Dakota State U. College of Nursing
Brookings, South Dakota
Southern Illinois University
Edwardsville, Illinois
University of Akron
Akron, Ohio
University of Cincinnati
Cincinnati, Ohio
University of Illinois/Medical Center
Chicago, Illinois
* University of Iowa
Iowa City, Iowa
University of Kansas
Kansas City, Kansas
University of Michigan
Ann Arbor, Michigan
University of Minnesota
Minneapolis, Minnesota
* University of Missouri
Columbia, Missouri
University of Nebraska
Omaha, Nebraska
University of North Dakota
Grand Forks, North Dakota
University of Wisconsin
Madison, Wisconsin
University of Wisconsin
Eau Claire, Wisconsin
University of Wisconsin
Milwaukee, Wisconsin
University of Wisconsin
Oshkosh, Wisconsin
Washburn University of Topeka
Topeka, Kansas
Wayne State University
Detroit, Michigan
Wright State University
Dayton, Ohio

Private (Religious)

* Avila College
Kansas City, Missouri
Capital University
Columbus, Ohio
* College of Mount St. Joseph
Mount St. Joseph, Ohio
Creighton University
Omaha, Nebraska
DePaul University
Chicago, Illinois
DePauw University
Greencastle, Indiana
* Elmhurst College
Elmhurst, Illinois
Goshen College
Goshen, Indiana
Graceland College
Independence, Missouri
Grand View College
Des Moines, Iowa
Illinois Wesleyan University
Bloomington, Illinois
Lewis University
Lockport, Illinois
Loyola University
Chicago, Illinois
Madonna College
Livonia, Michigan
Marquette University
Milwaukee, Wisconsin
Marymount College
Salina, Kansas
* Mercy College of Detroit
Detroit, Michigan
Millikin University
Decatur, Illinois
* Nazareth College
Nazareth, Michigan
North Park College
Chicago, Illinois
Saint Olaf College
Northfield, Minnesota
St. Louis University
St. Louis, Missouri
St. Mary of the Plains College
Wichita, Kansas
St. Mary's College
Notre Dame, Indiana
St. Xavier College
Chicago, Illinois
Union College
Lincoln, Nebraska
University of Evansville
Evansville, Indiana
Ursuline College
Pepper Pike, Ohio
Valparaiso University
Valparaiso, Indiana

Private (Secular)

Bradley University
Peoria, Illinois
Case Western Reserve University
Cleveland, Ohio
Northwestern University
Chicago, Illinois
Rush University College of Nursing
Chicago, Illinois

SOUTHERN STATES

Public

Alcorn State University
Natchez, Mississippi
Bowie State College
Bowie, Maryland
* Clemson University
Clemson, South Carolina
Coppin State College
Baltimore, Maryland
* Delta State University
Clevland, Mississippi
East Carolina University
Greenville, North Carolina
East Tennessee State University
Johnson City, Tennessee
Eastern Kentucky University
Richmond, Kentucky
Florida A&M University
Tallahassee, Florida
Florida State University
Tallahassee, Florida
George Mason University
Fairfax, Virginia
Georgia State University
Atlanta, Georgia
James Madison University
Harrisonburg, Virginia
Louisiana State University
New Orleans, Louisiana
Marshall University
Huntington, West Virginia
Medical College of Georgia
Augusta, Georgia
Medical College of South Carolina
Charleston, South Carolina
North Carolina A&T University
Greensboro, North Carolina
Northeast Louisiana University
Monroe, Louisiana
Northwestern State University
Shreveport, Louisiana
Prairie View A & M University
Houston, Texas
Radford College
Radford, Virginia
Southeastern Louisiana University
Hammond, Louisiana
Tennessee Tech. University
Cookeville, Tennessee
Texas Tech. University
Lubbock, Texas
Texas Woman's University
Denton, Texas
Towson State University
Baltimore, Maryland
Troy State University
Troy, Alabama
Univ. of Arkansas College of Nursing
Little Rock, Arkansas
University of Alabama
Birmingham, Alabama
University of Alabama
Huntsville, Alabama
* University of Central Arkansas
Conway, Arkansas
University of Florida
Gainesville, Florida
University of Kentucky
Lexington, Kentuoky
University of Maryland
Baltimore, Maryland
University of Mississippi
Jackson, Mississippi
University of North Carolina
Greensboro, North Carolina
University of North Carolina
Chapel Hill, North Carolina
University of North Caoolina
Charlotte, North Carolina
University of Oklahoma
Oklahoma City, Oklahoma
University of Puerto Rico
Rio Piedras, Puerto Rico
* University of South Carolina
Spartanburg, South Carolina
* University of South Carolina
Columbia, South Carolina
University of South Florida
Tampa, Florida
University of Southern Mississippi
Hattiesburg, Mississippi
* University of Southwestern Louisiana
Lafayette, Louisiana
University of Tennessee
Memphis, Tennessee
University of Tennessee
Nashville, Tennessee
University of Tennessee
Knoxville, Tennessee
University of Texas
Arlington, Texas
University of Texas
Galveston, Texas
University of Texas
San Antonio, Texas
University of Texas
Austin, Texas
University of Texas
El Paso, Texas
University of Texas
Houston, Texas
University of Virginia
Charlottesville, Virginia
Valdosta State College
Valdosta, Georgia
Virginia Commonwealth University
Richmond, Virginia
West Texas State University
Canyon, Texas
West Virginia University
Morgantown, West Virginia
Western Carolina University
Cullowhee, North Carolina
Western Kentucky University
Bowling Green, Kentucky
Winston Salem State University
Winston Salem, North Carolina

Private (Religious)

Baylor University
Dallas, Texas
College of Notre Dame of Maryland
Baltimore, Maryland
Eastern Mennonite College
Harrisonburg, Virginia
Emory University
Atlanta, Georgia
Incarnate Word College
San Antonio, Texas
Mississippi College
Clinton, Mississippi
Oral Roberts University
Tulsa, Oklahoma
Texas Christian University
Fort Worth, Texas
William Carey College
New Orleans, Louisiana

SOUTHERN STATES

Private (Secular)

Duke University
Durham, North Carolina
Hampton Institute
Hampton, Virginia
The University of Tulsa
Tulsa, Oklahoma
University of Miami
Miami, FLorida
Vanderbilt University
Nashville, Tennessee

WESTERN STATES

Public

Arizona State University
Tempe, Arizona
* California State University
Sacramento, California
California State University
Long Beach, California
Calivornia State College
Bakersfield, California
Intercollegiate Center for Nursing Educ.
Spokane, Washington
Montana State University
Bozeman, Montana
San Diego State University
San Diego, California
San Jose State University
San Jose, California
The University of New Mexico
Albuquerque, New Mexico
University of Arizona
Tucson, Arizona
University of California
San Francisco, California
University of Colorado
Denver, Colorado
University of Northern Colorado
Greeley, Colorado
University of Oregon
Portland, Oregon
University of Utah
Salt Lake City, Utah
University of Washington
Seattle, Washington
University of Wyoming
Laramie, Wyoming

Private (Religious)

Loma Linda University
Loma Linda, California
Seattle University
Seattle, Washington
* University of San Diego
San Diego, California
University of San Francisco
San Francisco, California